

Coaching Tips for Corporate Guides – Month 5

Milestone: Cultivation

Coaching Objectives:

- Partners develop rapport.
- Partners develop trust.
- Coaching is specific to components of program and Fellow's work experiences.

Suggested Topics and Sample Questions

Session Related: The Subtleties of Inclusion and Exclusion

- What did you find most useful from the classroom session on The Subtleties of Inclusion and Exclusion?
- What principles from the session can/did you incorporate into your action plan?
- Have you experienced feelings of exclusion in the workplace?
- Have you experienced micro aggressions or observed this happening to others?
- What do you feel you can personally do when this happens?
- Who in our workplace has the most privilege and how do you think it benefits them?
- What kind of privilege do you feel you have?
- What are your thoughts about how we can build a more inclusive work culture?
- What kind of progress are you making on your action plan?

General

- What else would you like to discuss today?
- What kind of feedback are you seeking/getting from your co-workers or manager?
- What are the three most important things that you have learned about yourself in the past month?
- Did you have to deal with any challenges in conducting your work?
- How did you address them?
- In hindsight, what could you have done differently?
- What questions do you have for me, either about me, our coaching partnership, or work?