



## Topic: Coaching With a Rope Up Instead of a Weight

Guest Speaker: Mark Wilson

September 28, 2021 1:00 pm CT



**Aaron  
Babyar**

Moderator

SRS Training Director

# SRS Bootcamps 2021-2022

November – NO BOOTCAMP – SRLC!

December 7-9 – *Virtual*

January 12-13 – Fayetteville, AR

MORE COMING SOON!

[supportraisingsolutions.org/bootcamp](https://supportraisingsolutions.org/bootcamp)

## 2022 Facilitator Training Dates



January 11-13 | Fayetteville, AR  
[supportraisingsolutions.org/facilitatortraining](https://supportraisingsolutions.org/facilitatortraining)



Fac. Updates will still take place on Nov 11 after the conference ends.

Don't forget to register using your promo codes found in your Network News on your Member Dashboard!

Early Registration ends **THIS THURSDAY - September 30<sup>th</sup> 2021!**



## Virtual SRLC

There is a limited offering for Virtual SRLC.

Pre-Conference Coaching or Facilitator Recertification is not included.

For more information, refer to the email sent last week or contact Jessica Wood at [memberships@supportraisingsolutions.org](mailto:memberships@supportraisingsolutions.org)

# Questions

During the presentation, please submit your questions for the upcoming Q&A time.

Prayer





**Mark Wilson**

Guest Speaker

SRS Director



# Coaching With a Rope Up Instead of a Weight

## The Burden

- The science behind what happens in your brain.
- Adversary vs. Ally.
- Repel vs. Embrace.
- The results of standards weighing people down.



## The Balance

- A personal story-Samuel.
- A tale of two staff on MPD.
- Balancing standards and care.
- Support.
- Challenge.



## What soil are you cultivating?

- Coaching is like planting seeds, which depends on a lot of work prior to planting.
- Is the person psychologically safe with you?
- Do they know you are for them?
- Have they been given clear expectations?
- Do they feel seen by you?
- Do they feel heard by you?
- How often are you catching them getting things right?



## Offering a rope up

- Check yourself first.
- Seek clarity on standards and expectations first.
- Clearly define the problem or missed goals.
- Relay the impact because of the missed goals.
- Gather their perspective.
- Ask what skills, resources or structure do you need to make the goals?
- Define the desired outcome.
- Outline the consequences if the goal is missed.



# The components of feedback

1. What is the problem?
2. What is the impact?
3. What is their perspective?
4. What do you need changed?
5. What is the desired outcome?
6. Consequences if the change is not met.

## Start by improving you

- What's it like to receive feedback from you?
- Which area is the hardest for you to communicate? (problem, impact, listening, needed change, consequences)
- What type of soil have you cultivated?
- How's your balance of support and challenge?



## Pro Tips

- Don't exceed your trust level in giving feedback.
- Beware of the log in your own eye or condescension.
- "Be soft on the person hard on the behavior." Henry Cloud
- Make it about behavior or performance not about personality or gifting.
- Ask for permission to give feedback.

## Pro Tips Continued

- Bring your non-anxious self into the meeting.
- Do not represent a third party who is not present.
- Take a witness if necessary.
- Document everything if you are a supervisor.
- Run your plan by an objective friend.
- You should confront in the same voice you use for normal conversation.

# Conclusion

- Good coaching starts before you ever get to measuring a goal. It starts with the investments you make in the relationship.
- You must establish their value to you personally and to the organization.
- The goals are steps on the ladder to success, not weights to be thrown on their backs.
- Not everyone will be willing to do the work the challenge requires.



**Q & A**



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