

Coaching Stems Cheat Sheet

Adapted from Bloom and Owens-Wilson (2023)

From Facilitative to Instructive....

Paraphrasing

- So, you are saying ...
- In other words... it sounds like ...

Clarifying

- Tell me more about ...
- Tell me what you mean by ...
- So, you are suggesting ...
- How is that like (or different from) ...
- To what extent ...

Interpreting

- What you are describing could mean...
- Could it be that what you are saying is...
- Is it possible that ...

Mediating

- What criteria do you use to...
- What might happen if ...
- How would it look ...
- What is the impact of ... on ...
- How do you decide ...

Summarizing

- You have stated that your goal is...
- Let us review the key points in our discussion...
- Tell me your next steps ...
- So, your work/practice before ...

Coaching Approaches

“Stances” (Bloom & Owens-Wilson, 2023)

Supervisorial

- I expect you to ...by...
- Please share your plan to...
- I have total confidence in your ability to...

Consultative

- Here are some options you might consider...
- I can bring these resources to you...
- The data tell me that...
- Can I share this with you...
- What I saw was....

Collaborative

- Let's look at the data together...
- We can work together to...

Transformational

- Let's role-play...
- What might be another way to look at this....

