Framework for Developing Coaching Capacity

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Skill Set Category** | **Scope of Change Targets** | | | | **Typical Number (#)**  **And Order of Sessions** | **Principles to Emphasize** | **Tools** |
| **PHASES:** | **I.** | **II.** | **III.** | **IV.** |  |  |  |
| **MI Skills** | Technical Reflective Listening | Strategic Reflective Listening | Internalization, Integration of Global MI Streams | Blending MI Skills with Other Skills | 1 – 5  Sessions | Minimize Interviewer Distractions; Create an Empathetic ‘Surround’; Cultivate Change Talk; | Routine Feedback  Coaching  Community of Practice |
| **Assessing/ Rating MI Skills** | Familiarity w Terms & Tool’s Framework | Segmenting & Parsing Interview Content | Determining Skill Nuance and Timing | Identifying Patterns: Gestaults, Parallel processes, etc. | 1  Session | Independent Rating;  Inter-rater Reliability;  Immediate Reinforcement | MITI; Skill-Builder;  MISO; |
| **Insight-Feedback Coaching** | Role Clarification  (Engaging) | Elicit-Provide-Elicit Feedback  (Focusing) | Try Small Practice Opportunities  (Engaging) | Planning: Building on Take-aways  (Planning) | 1 – 2  Sessions | Brief Intervention Menu;  Emphasize Autonomy;  Pure and Positive Inquiry  Embracing Practice | Feedback Coaching Model  COVE |
| **Process Coaching w Line Staff** | Role Clarification | MI Process Consistent Exploration of Adaptive Change Goals | Deliberate Balanced Emphasis of Supportng, Challenging and Assessing | Maintaining Momentum (e.g., Use of ‘Laziness’, Curiosity, and Frequency) | Indefinite,  On-going | Attention to MI Processes  Adjusting to the Coachee’s World;  Embracing Practice: Co-Creating | COVE |
| **Process Coaching w Clients** | Role Clarification  Adjusting to the Client’s World | MI Process Consistent Exploration of:  1)Physical Stability;  2)Technical Barriers; 3)Adaptive and Criminogenic Change Goals | Deliberate Balanced Emphasis of Supportng, Challenging and Assessing | Avoiding Righting Reflex; Maintaining Momentum (e.g., Use of ‘Laziness’, Curiosity, and Frequency) | On-going | Attention to MI Processes  Adjusting to the Coachee’s World;  Co-Creating | COVE |