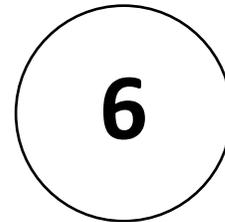


An Agile Coach Choose Your Own Path Story

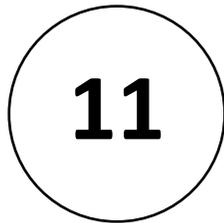
(Turn this card over to begin)

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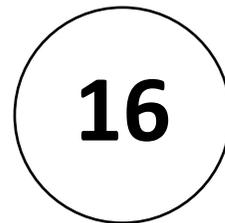
A2 1/40



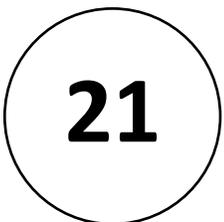
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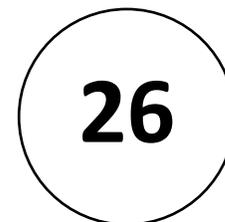
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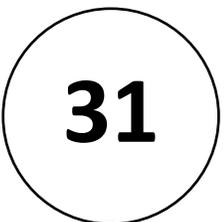
A2 16/40



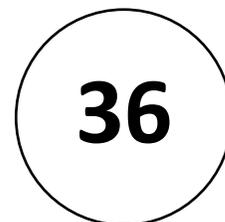
A2 21/40



A2 26/40



A2 31/40



A2 36/40

Work towards the coachee coming up with options and then making their own decisions. Also, the focus should be on the coachee as opposed to other people that are not participating in the conversation.
Discard this card and try another action.

6

Henry, a developer and Agilist approaches you anxiously. He says “I need your coaching help. I joined a team that’s struggling with Scrum. They need a burndown chart and better standups. I’m having a kid and my bonus is riding on the upcoming release.”

Turn over cards 2, 3, 4 & 5

1

Work towards the coachee coming up with options. Work towards the coachee making their own decisions.

Discard this card and try another action.

16

ACTION CARD

If you offer to facilitate the next retro for the team **discard this card and turn over card 12**

11

ACTION CARD

If you say “Who or what else could you bring to bear here?”

Turn over card 29

Discard this card

26

Turn over cards 22, 23, 27, 28 & 34

Discard this card

21

OPTION CARD

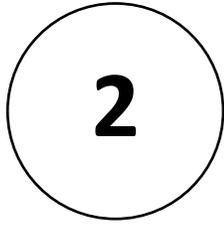
Henry says “My wife says we can get by with help from friends and family. I could try that.”

36

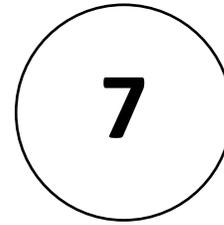
OPTION CARD

Henry says “My team has an open req and I know somebody on another team that is looking for a change. I could look into getting them on our team.”

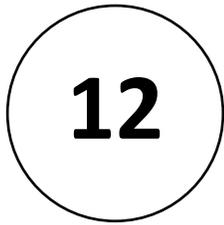
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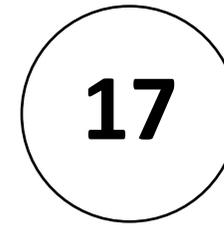
A2 2/40



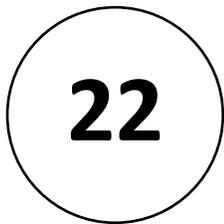
A2 7/40



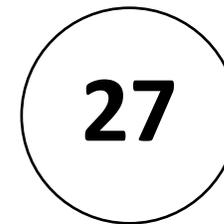
A2 12/40



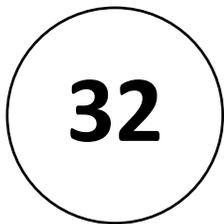
A2 17/40



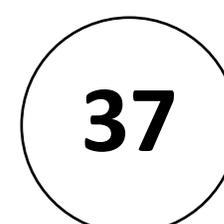
A2 22/40



A2 27/40



A2 32/40



A2 37/40

Henry says “They also need longer iteration planning sessions, and to start doing retros again.”

Discard this card

Turn over cards 10 & 11

7

ACTION CARD

If you say “based on your assessment it sounds like the team is not fully trained. Would it help to schedule a 1 day tune-up for them and go from there?” **discard this card and turn over card 6**

2

Henry says “getting my bonus.”

Turn over cards 18 & 19

Discard this card

17

Work towards the coachee coming up with options and then making their own decisions. Also, the focus should be on the coachee as opposed to other people that are not participating in the conversation.

Discard this card and try another action.

12

ACTION CARD

If you (the coach) are ready to pick an option and you say “I think I know what you need to do next”

Turn over card 32

Discard this card

27

OPTION CARD

Henry says “the product owner says even though they do things differently than I’m used to, they always release on time. I could try things as they are before I suggest changes.”

22

If you say...

“Let me know how things go, I’ll check in with you in a week” **turn over card 38**

“Tell me your next step and when you will take it” **turn over card 39**

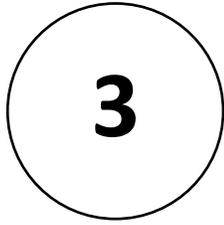
“I hope this helped you figure things out” **turn over card 40**

37

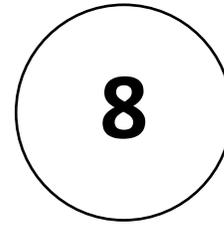
Always work towards the coachee making any decision on an action or actions to take.

Discard this card

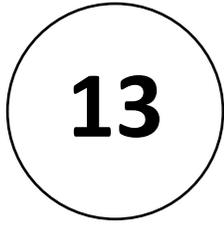
32



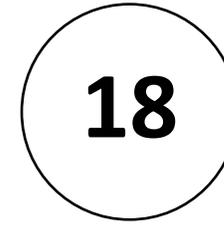
A2 3/40



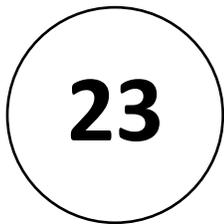
A2 8/40



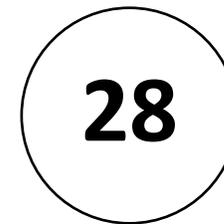
A2 13/40



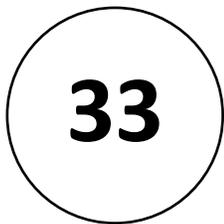
A2 18/40



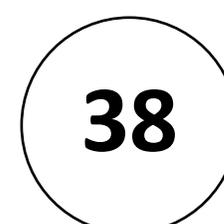
A2 23/40



A2 28/40



A2 33/40



A2 38/40

Discard this card and turn over card 7

8

ACTION CARD

If you say “Hmm. Tell me more.” **discard this card and turn over card 7**

3

ACTION CARD

If you say “what paths do you see to achieving that goal?”

Turn over card 20

Discard this card

18

Henry says “I think that about covers it.”

Discard this card

Discard cards 2, 3, 4 & 5

Turn over cards 14 & 15

13

ACTION CARD

If you say “out of the various options we’ve uncovered, what are you leaning towards?”

Turn over card 33

Discard this card

28

OPTION CARD

Henry says “My manager is encouraging me to take a team based perspective and move to a team based bonus. I could do that.”

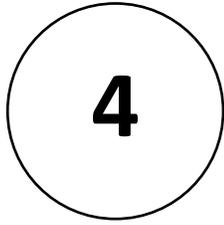
23

You need to get some kind of commitment from the coachee, **head back to card 37.**

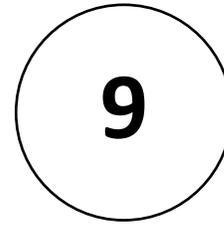
38

Normally you would coach Henry through choosing an option. Take a look at what you’ve uncovered and think about how you would help Henry choose, or take more actions (if available) to uncover more options. There are 8 options in total. **When ready to continue, let’s say Henry chooses an option, then turn over card 37**

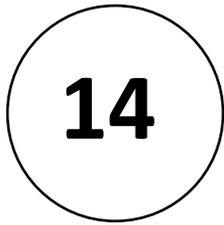
33



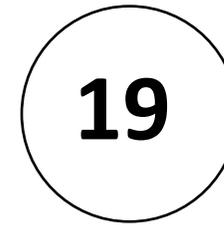
A2 4/40



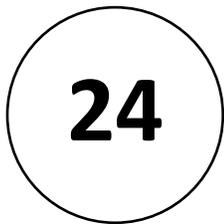
A2 9/40



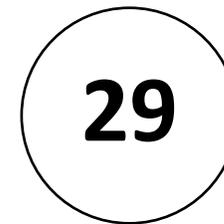
A2 14/40



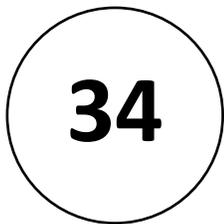
A2 19/40



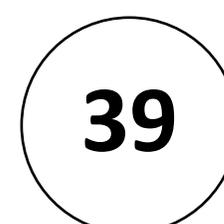
A2 24/40



A2 29/40



A2 34/40



A2 39/40

The focus should be on the coachee as opposed to other people that are not participating in the conversation.

Discard this card and try another action.

9

ACTION CARD

If you say “You’ve mentioned quite a few issues. What do you think the team should do first?” **discard this card and turn over card 9**

4

ACTION CARD

If you say “what are some other perspectives on the situation?”

discard this card and turn over card 21

19

ACTION CARD

If you say “Ok, what would success look like for you in this situation?” **discard this card and turn over card 17**

14

Turn over cards 30, 31 & 34

Discard this card

29

OPTION CARD

Henry says “Well, I could reset my expectations and my wife’s expectations around the bonus.”

24

Congratulations, you have successfully made it all the way through a coaching conversation, from initiation to commitment!

39

ACTION CARD

If you say “If you stretch your imagination as far as it can go, are there any other options you can think of

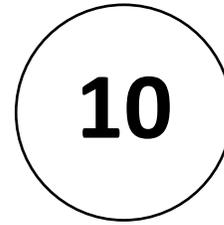
Turn over cards 35 & 36

Discard this card

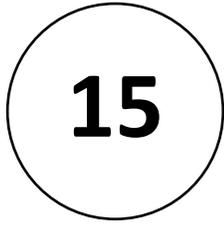
34



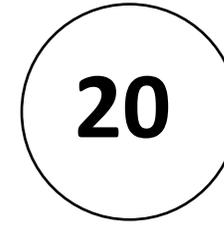
A2 5/40



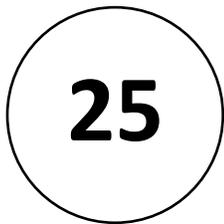
A2 10/40



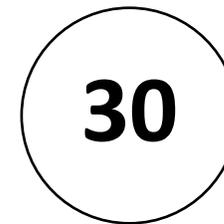
A2 15/40



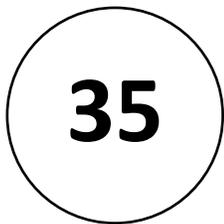
A2 20/40



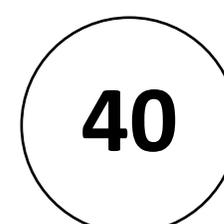
A2 25/40



A2 30/40



A2 35/40



A2 40/40

ACTION CARD

If you nod and ask “what else do you see?”
discard this card and turn over card 13

10

ACTION CARD

If you say “And?”, **discard this card and turn over card 8**

5

Turn over cards 24, 25, 26, 27, & 28

Discard this card

20

ACTION CARD

If you say “It doesn’t seem like there’s enough time to fix this. I know your manager, I suggest we go talk to her about setting an appropriate bonus goal.” **discard this card and turn over card 16**

15

OPTION CARD

Henry says “I know the team has only done the standard retro format. I could suggest having you do a guest retro with a different format.”

30

OPTION CARD

Henry says “I could put in more hours.”

25

You need to get some kind of commitment from the coachee, **head back to card 37.**

40

OPTION CARD

Henry says “I heard a couple of people mention that they missed having a Scrum Master that would teach them new things as new situations arose. I could offer to introduce you to the team.”

35