

Guidelines for the Agile Coach Games

In these games you will be practicing skills that come from professional coaching.

Coaching – using professional coaching skills – Emotional Intelligence, listening, presence, asking questions, and feedback – as part of a coaching conversation based on the coachee’s free choice to identify and explore issues and then choose a path forward and commit to it. In this mode, the coach does not use any subject matter expertise, even if they are a subject matter expert in any topics that arise.

Mentoring – providing information, feedback, advice, options, examples, and illustrative experience as part of a mentoring conversation based on the mentee’s free choice. Similar to coaching, with the key difference being that the mentee has explicitly asked for mentoring and the mentor is a credible expert in the skill or role. Mentoring applies when a person has already received teaching in a skill or role.

Here is how to succeed as a coach in these games

- Remain neutral. Don’t judge what you hear or options that are presented.
- Let the coachee make their own decisions. Don’t advocate a particular course of action.
- Use open ended, non-leading questions.
- Where there is an opportunity, make sure you fully explore the situation before working to narrow down the choices.
- When there is an opportunity, try to get a commitment from the coachee on what action they will take and when they will take it.