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**Leading Through Coaching in Early Childhood:**

**Key Elements of  
Effective Coaching Relationships**



# Objectives

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- Recognize how our beliefs affect our work with others
- Identify techniques to build positive relationships with adults
- Discover strategies of effective communication



# Let's Reflect

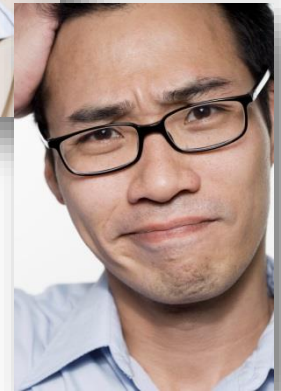
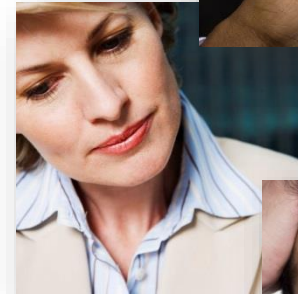
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*What do you believe about*

**Who you are?**

*What do you believe about*

**What you do or value as  
important in your work?**



What are your beliefs about the people you work with?




# Definition of Belief

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An opinion that something is true







Our beliefs (or opinions)  
shape what we see, and what we  
see shapes our beliefs.

Let's try it out...

# What do you see:

Text

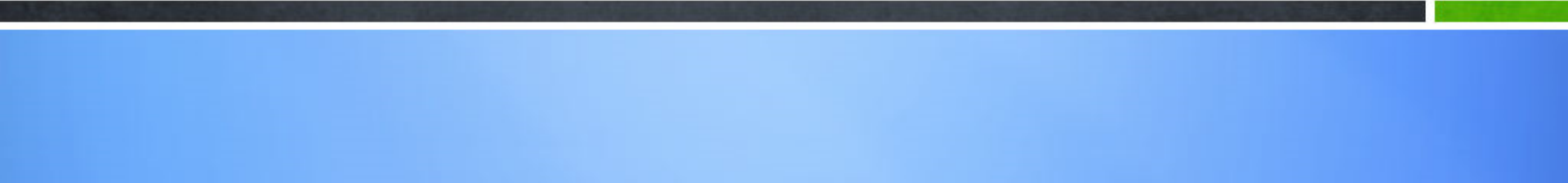


Taken from: [http://kids.niehs.nih.gov/games/illusions/illusion\\_01.htm](http://kids.niehs.nih.gov/games/illusions/illusion_01.htm)





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# Rabbit or duck?



Taken from: [http://kids.niehs.nih.gov/games/illusions/illusion\\_01.htm](http://kids.niehs.nih.gov/games/illusions/illusion_01.htm)





# Core Beliefs of Effective Coaches

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1. People are inherently good and want to contribute and improve
2. People are doing the best they can based on their present moment awareness
3. Mistakes are learning opportunities
4. People support what they create

Crane, T. G. (2002). *The Heart of Coaching*. San Diego, CA: FTA Press.



Poll



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Text

What are the characteristics of your positive relationship?







People don't care what you know  
until they know that you care.

- John Maxwell

# Basic Human Needs

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I need... to be seen  
... to be heard  
... to be respected  
... to be safe  
... to belong  
... to connect  
... to contribute

When all my basic needs are met, then I'm  
ready to learn ... ready to serve.



# Partnership is:

- A relationship of equals



# Partnership is:

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- A relationship of equals
- **Respects the unique contributions of all**



# Self-Direction Continuum



**Low**

**High**



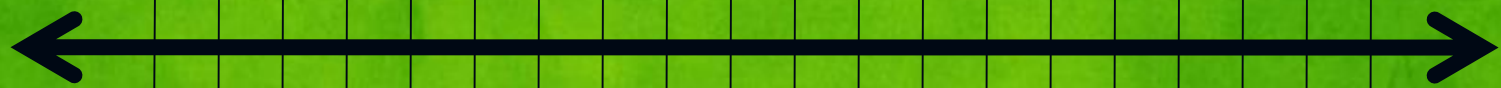


←  
**Low**

**High** →

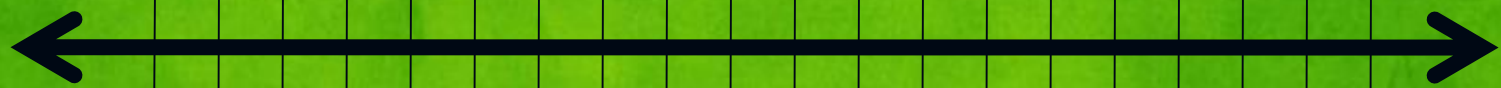
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**Low**

**High**



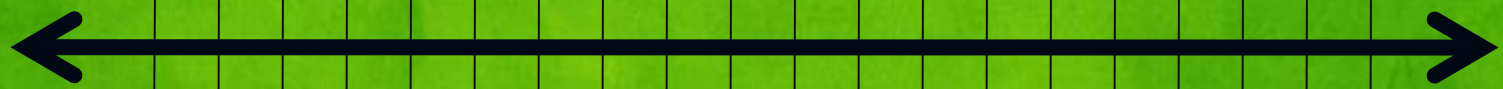
**Low**

**High**

Poll







**Low**

**High**



**Low**

**High**

Poll







**Low**

**High**

# Self-Direction Continuum

Discussing  
Problem-Solving  
Presenting Information



**Low**

**High**





# Self-Direction Continuum

**Reinforcing**

**Providing an order for completing a task**

**Giving directions**



**Low**

**High**



# Self-Direction Continuum

Encouraging  
Clarifying or explaining in greater detail  
Listening



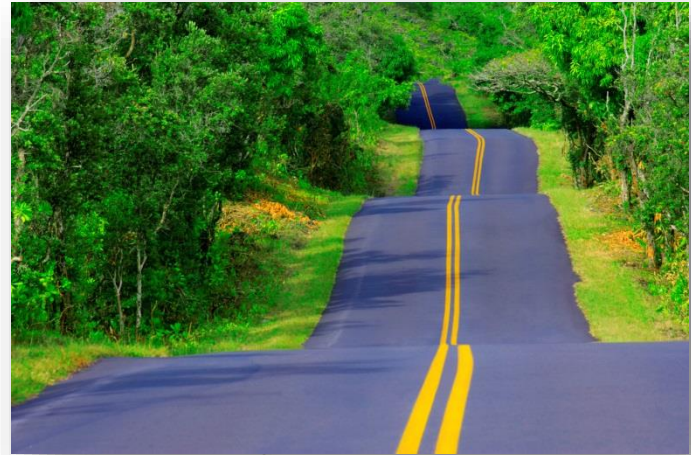
**Low**

**High**



# Partnership is:

- A relationship of equals
- Respects the unique
- contributions of all
- **Uses two-way communication**



# How do windshield wipers relate to communication?

Text







# Body Language Components





What messages are these people sending with their body language?

Text



# Body Language Components

- Crossing arms and legs



# Body Language Components

- Crossing arms and legs
- **Eye contact**





# Body Language Components

- Crossing arms and legs
- Eye contact
- **Distance**



# Body Language Components

- Crossing arms and legs
- Eye contact
- Distance
- **Head position**





# Body Language Components


- Crossing arms and legs
- Eye contact
- Distance
- Head position
- **Tone**

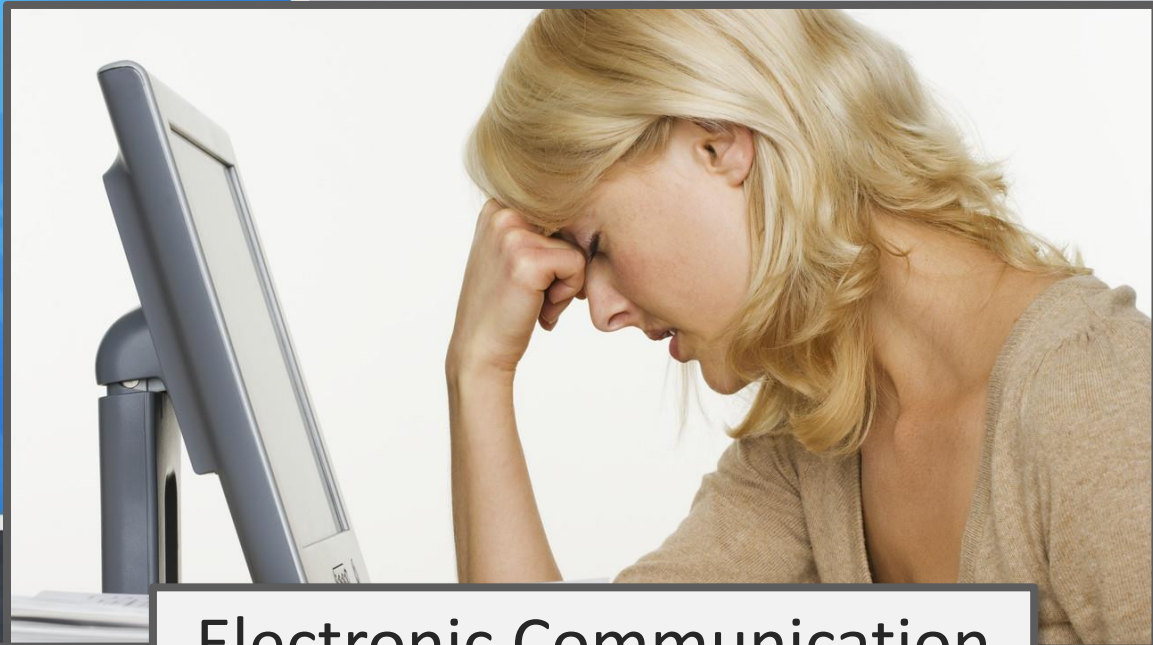




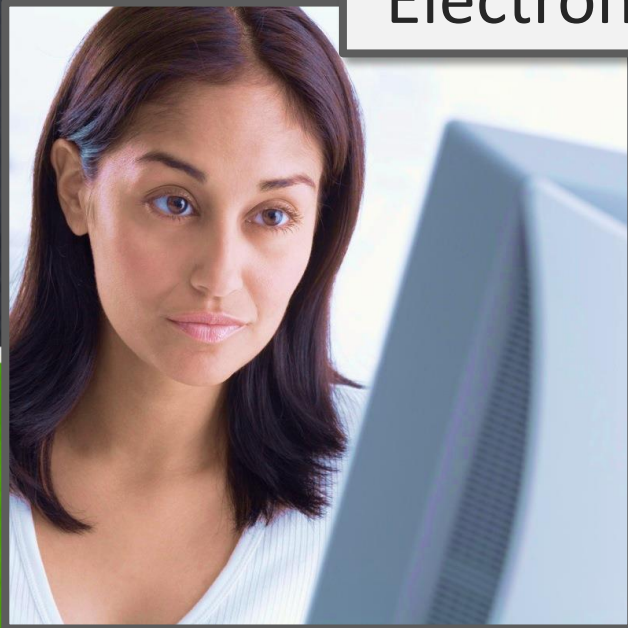
**Did you know that communication is...**

**93% body language**  
**7% words**





Electronic Communication



# Determine the Ratio



Positive Comments to Areas for Change

40% - 60%

50% - 50%

70% - 30%

80% - 20%





Poll





# The Ratio Is...



Positive Comments to Areas for Change

40%	-	60%
50%	-	50%
70%	-	30%
80%	-	20%



# Partnership is:

- A relationship of equals
- Respects the unique
- contributions of all
- Uses two-way communication
- **Uses collaboration**

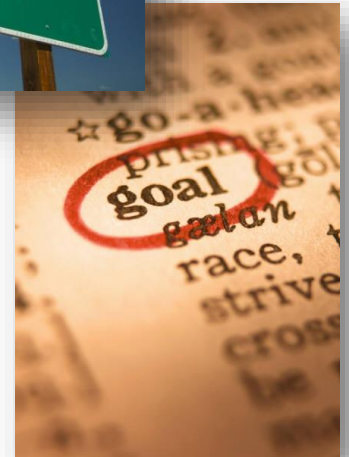




# Effective Communication: Listening, Learning & Sharing

# Partnership is:

- A relationship of equals
- Respects the unique contributions of all
- Uses two-way communication
- Uses collaboration
- **Works toward a shared vision and goals**



# Why Won't People Change?

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- Not motivated
- Don't know what to do
- Don't know how
- Think they're doing it right – no feedback
- Think their way is better
- Don't know why they should change





Poll



# Why Won't People Change?

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# Why Won't People Change?

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- Don't know why they should change



# Why Won't People Change?

---

- Don't know WHAT to do



# Why Won't People Change?

---

- WHAT
- Don't know HOW





# Why Won't People Change?

---

- WHAT
- HOW
- Think they are doing it right –  
NO FEEDBACK



# Why Won't People Change?

---

- WHAT
- HOW
- FEEDBACK
- Don't know WHY they should change



# Change is more likely when coachees:

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- Feel emotionally safe
- Have their knowledge respected
- Know what is expected
- Feel heard
- Direct their own learning



# Strategies for Working with Others

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- Choose your attitude - positive
- Validate what they are doing well
- Ask questions
- Really listen – hear the other person’s ideas
- Clarify what you think you’ve heard
- Challenge your own beliefs based on their ideas
- Coach and provide feedback to solidify progress

# Summary

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# References

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[www.askfrancis.org](http://www.askfrancis.org)

Thank you



Questions...



