

Coaching for Character, October 24, 2019

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Three Coaching Elements

A Skill Building Approach

Brief Description: A coach focuses on building the component parts that, together, make up larger competencies. They instruct, model, prompt, and practice these component parts. “Being good at” tennis (or cooking, etc.) means developing many smaller skills that add up to the whole. In the same way, coaching for “kavod” requires us to think about what kavod looks like in action. Listening with kavod is a piece of this.

A Climate of Growth

Brief description: A coach focuses on relationships (with the learner and among learners) and creating routines and norms that promote growth. Guidance is provided in a caring way and learners understand that growth requires ongoing effort and patience. The team supports its members and helps promote learning. Learners know that their experience and emotions matter. A “sharing circle” can be a helpful tool. A positive climate nurtures competencies such as listening with kavod; at the same time, listening with kavod (and other competencies) helps build a positive climate.

Opportunities for Spirituality and Transcendence

Brief description: A coach helps keep larger goals in mind – the sort of person one wants to be, how one wants to contribute to the team. In our work, this connection with “something larger” can take multiple forms: a relationship with God; connection with the natural world; a sense of mission for tikkun olam and social action; being in the moment and mindful; developing a sense of purpose, or how one can contribute to their community and world. Opportunities for spirituality and transcendence nurture competencies such as listening with kavod; at the same time, listening with kavod (and other competencies) helps open the door to opportunities for spirituality and transcendence.