

# Coaching Others

## Introduction to Coaching

### Defining Coaching

Coaching is about coming alongside people to challenge and encourage them.

Two unique characteristics of coaching:

1. **Action** – It’s not just about giving pep talks, but also helping players get better through practice.
2. **Commitment** – Having a tangible goal can motivate people to focus on getting better and to be dedicated and committed.

#### COACH'S CORNER

If there are tensions about the word “coaching” or the analogies made, feel free to substitute the reference with a mentor you had or even Jesus!



### Coaching Challenges

Coaching can be challenging. Be prepared to extend grace: to those you coach and yourself. For those being coached, coaching only works if you’re willing to be coached. It means receiving feedback, not checking out when things aren’t perfect, and following through. For the coach, it means getting to know those you coach, discern the best way to motivate them, and be okay with imperfection.

Four challenges you may experience as you coach:

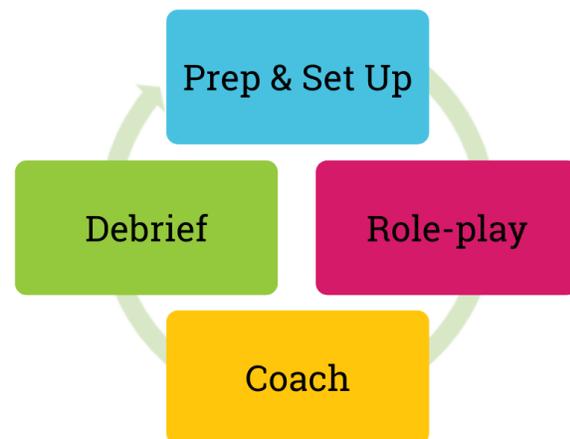
1. **Scheduling** – If people cancel, move forward graciously. Strive for a good time and use technology like video chats to expand your options.
2. **Defensiveness** – If they don’t take criticism well, do your best to give lots of encouragement and positive reinforcement and mention that criticism is ultimately to help them grow.
3. **Struggling to follow through & fear of risks** – Extend grace when they fail. They might be closer to a breakthrough than you realize. Pray and have faith that Jesus won’t give up on you or them.
4. **Cross-cultural barriers** – If your coaching isn’t working, consider the person’s ethnic background, whether they are a direct or indirect communicator, or what power dynamics could be at play.

Our general rule is perseverance. Don’t give up on the people you’re coaching. Stand by them and be that steady voice of encouragement. They may have never experienced that before. However, there may come a time to step back. Pray and reflect, and if you need to step back, don’t feel like you’re giving up on them or that you or they failed. Whether it felt like it or not, have faith that God will honor your efforts in mentoring this person and will continue to nurture the seeds and truths you planted.

## Coaching Circles

### Overview of Coaching Circles

One key component of coaching is community. Groups, which we call coaching circles, can be a space for better listening, accelerated learning, and problem solving from multiple perspectives.



We'll be walking through Jesus' coaching circle in the story of feeding the 5,000 in John 6. Read the passage, then see Jesus' example of the left, and how you can respond on the right.

<p><b>PREP &amp; SET UP</b></p> <p>In <b>John 6:1-6</b>, Jesus recognizes a clear teaching moment and invites his disciples into it by presenting a clear need.</p>	<p><b>RESPOND</b></p> <p>Are you looking to invite more students into your chapter? There's your clear need. Present this to your chapter members as a question. Keep things concrete, like asking, "How can we increase our fellowship by five more people?"</p>
<p><b>ROLE-PLAY</b></p> <p>In <b>John 6:7-8</b>, after presenting the need as a clear question, Jesus lets his disciple try solving the need on their own.</p>	<p><b>RESPOND</b></p> <p>Let others do some brainstorming about how to solve the need you brought up. Prompt them to role-play through a scenario that will ultimately address the need. After they're done, ask them what went well and what didn't.</p>
<p><b>COACH</b></p> <p>In <b>John 10-13</b>, because of how Jesus prepared them, the disciples were able to truly appreciate what he taught them.</p>	<p><b>RESPOND</b></p> <p>Here's your chance to build off the ideas/suggestions they made in the previous step. Like the disciples, they have been more prepared to receive advice than if you gave the answer up front.</p>
<p><b>DEBRIEF</b></p> <p>In <b>John 6:26-29, 35</b> Jesus uses the miracle as a springboard to go even deeper into his teaching about spiritual things.</p>	<p><b>RESPOND</b></p> <p>After giving your feedback, role-play again, putting your advice into action. Take time at the end to reflect on what was accomplished and how God is at work in this moment and let it fuel their enthusiasm to meet the need.</p>

### Tips & Resources for Getting Started

Four general tips:

1. **Depending on the Spirit** – It's good to have a plan. But sometimes we can get caught up and forget that ministry depends on the Holy Spirit. He knows best our needs, so we need to seek him and pray for wisdom. For more information, check out the [Depending on the Spirit course](#).
2. **Focused Coaching** – Effective coaching is focused. Having specific goals helps us to measure progress and makes coaching more specific and doable.
3. **Be a Content Master** – To be a good coach, you need to be very familiar with the different skills of ministry. Browse our course catalog and learn skills from the Ministry Playbook!
4. **Role-Playing** – A lot of coaching involves practice/role-playing, trying to make the scenario as realistic as possible.

#### COACH'S CORNER

Coaching requires building trust and openness and takes time. Don't get discouraged and keep going. Those under your leadership are going to follow your example. If you give your best effort, they'll be much more inclined to do the same.



## Related Resources

- [Ministry Playbook Course Catalog](#)

## Recommended Courses

- [Depending on the Spirit](#)
- [Leading a Prayer Meeting](#)

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