

COACHING CONVERSATION TIPS

● WILD LEADERS

- **Ask Open-Ended Questions**
 - Avoid questions with a yes or no answer.
- **Coach - Don't Advise**
 - Mentoring is meaningful, but this is a chance to let someone process.
- **Be Affirming & Remain Open**
 - It's about their stories not yours; be engaged in the conversation.
- **Encourage Constructive Dissonance**
 - Slight discomfort isn't necessarily a bad thing.
- **Leave Room for Silence**
 - Don't feel like you need to fill the empty space; give room to process.
- **It's Okay to Not Have Answers**
 - It's often the questions we haven't answered that are most powerful.