

WHAT IS GOSPEL COACHING?

Colossians 1:3-14

Why is coaching important?

Model	Sermon Reviewer	Counsellor	Accountability Partner
Colleague	Confessor	Event Planner	Prayer Supporter
Financial Advisor	Teacher	Guru	Fellow Traveller
Strategist	Cheerleader	Father/Mother Figure	Assessor
Inspirer	Expert Consultant	Pastoral Carer	Boss
Friend	Financial Patron	Sounding Board for Crazy Ideas	Giver of Fireside Chats and Tapestry of Life Stories

TRAINING

MENTORING

A Definition

LISTENING SKILLS

Listening for information

- What really happening? Who was involved?
- What facts/events have important in the lead up to the issue at hand?
- What facts/events in the coachees life story make them who they are?

Listening for emotions

- What is the impact of this on the coachee?
- How is the coachee feeling?
- How aware is the coachee of his or her feelings?
- How is the coachee expressing his or her feelings?
- What is going on for the coachee? What causes this?

Listening for personality characteristics

- Who is this person in this situation?
- What character strengths does the coachee display?
- What weaknesses does the coachee have?
- What coping mechanisms does the coachee use?
- What is the coachee's level of self-awareness?

Listening for beliefs and values

- What is he/she enthusiastic about?
- How committed is the coachee to change?
- How readily does the coachee abandon convictions when they are challenged?
- What is the coachee's philosophy of ministry?
- Does he or she think theologically about ministry?
- What words, ideas and images do they use to describe themselves?
- What kind of things trigger emotions? What makes him/her angry?
- What are the coachee's big priorities in life? What motivates the coachee?

RESPONDING SKILLS

Attending Skills

Setup: across a table, shoulder to shoulder, face to face?

Appropriate eye contact

Warm gestures and tone of voice

Facial Expressions: Nodding, smiling/not smiling, frowning/not frowning, mirroring emotions

Posture: Leaning forward in a relaxed manner

Minimal and Non-Verbal Responses: “mmm”, “oh no”, “wow”, “oh I’m sorry”

Elaborating questions/invitations

Could you give me an example of that?

Could you tell me more about that?

What happened next?

How often does this happen?

When did this happen?

Who was at that meeting when you said it?

Tell me more...Tell me about that.

Don't ask: How are you feeling? Instead: This seems important to you, tell me more about it.

Clarifying Questions

Had you asked him to keep this confidential?

Do you think she understood what you meant?

Let me get this straight, you didn't tell him that you disagreed?

So your wife had no idea that you were about to say this in your sermon?

Reflecting/Restating/Observing

What I think I hear you saying is...(restating)

It sounds as if you'd really like to...(goals)

So you felt the critique was fair but delivered too harshly? (reflect/clarify)

Self Awareness

Summarizing Questions

To summarize what we've covered today...

It sounds like there are three things that frustrate you about this situation...

FOUR TIPS FOR ASKING GOOD QUESTIONS:

1. A good question expresses genuine interest.
2. A good question does not contain hidden assumptions or a hidden premise.
3. A good question is often the simplest and most obvious next question to ask.
4. A 'what' question often works better than a 'why' question.
5. A short clear question beats a long ramble with a question mark at the end.

LISTENING EXERCISE

Conversation Skills	Examples Demonstrated
Attending	
Empathising	
Elaborating	
Clarifying	
Reflecting/Restating/ Observing	
Summarising	

SELF REFLECTION QUESTIONS

When you have finished your role as a coach, take the time to reflect and answer the following questions:

Did I interrupt? Talk too much? Offer advice?

Do I have a clear grasp of the person's context/issue/story?
What did I find out?

What worked well for me?

What could I have done better?

What did I learn from that exercise about myself?

What did I hear? What did I understand?

Information

Emotion

Personality, Beliefs & Values

THE GROW MODEL

G

R

O

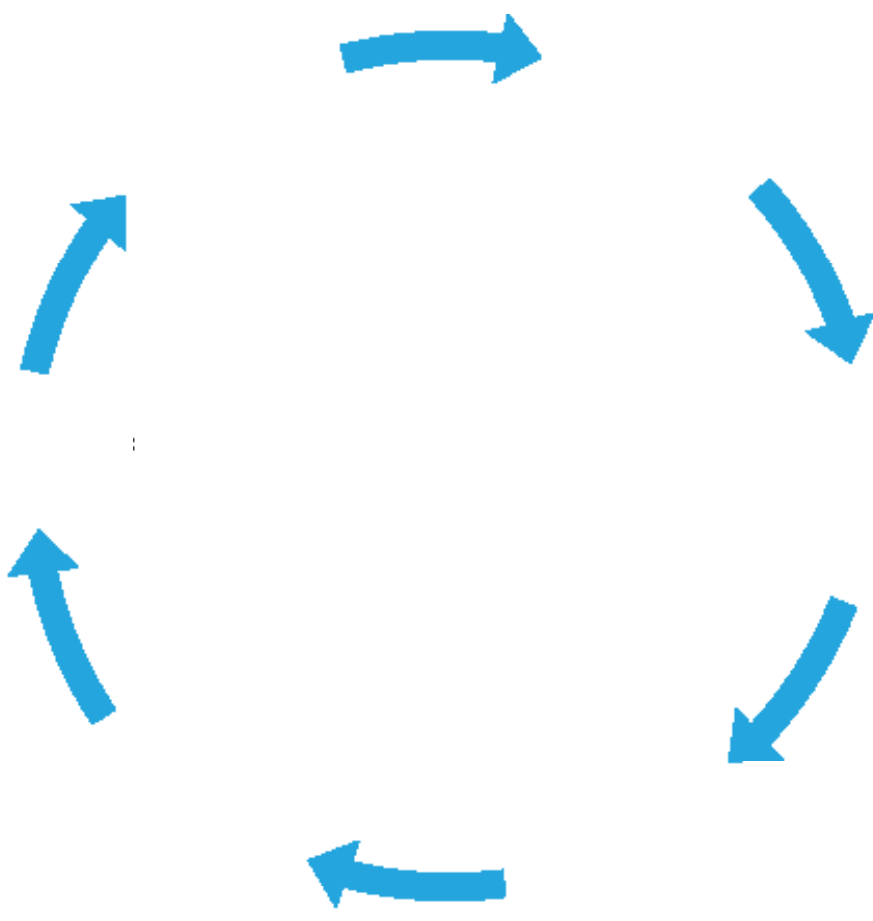
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GOSPEL SHAPED COACHING

Exercise – 1 Thessalonians 4:3

DESPAIR

DELIGHT



Other References:

Tom Wood, Scott Thomas, Gospel Coach, 81-91

Tim Keller, Center Church, 46-52, 63-71.

Paul Tripp, Instruments in the Redeemer's Hands.

Peter Brain, Going the Distance, chap 16 "Justification by Faith – a truth that works"

RPMS: GOSPEL SHAPED COACHING

Relational	Personal	Missional	Spiritual

Reflection

On your own:

Think about these 4 areas: Am I comfortable coaching in all these areas?
Do I avoid one of these areas? In my coaching do I gravitate toward one more than the others?

Does the person I am currently coaching gravitate to one of these areas? Why does that happen? Do I know how they are doing in each of these 4 areas?

What about people ministering to me: Do they know me well in one of these areas and not at all in another? Why is that happening?

Think of the issue raised by the person you were coaching in our earlier exercise today. In which of these 4 categories did you most gain understanding?
..the least understanding?

Use the RPMS breakdown to reflect off line about how much you are getting to know your coachee. Use the connect time in your next session to gain a better picture of your coachee.

SKMO: CONVERSATION DIAGNOSIS

S

K

M

O

SMART GOALS (WRAP-UP)

S

M

A

R

T

PUTTING IT ALL TOGETHER

Connect & Pray --> Previous SMART Goal / RPMS?

G

R

DIAGNOSE S.K.M.O.

O

OPTIONS FROM S.K.M.O.

W

SMART GOALS

Pray --> RPMS?

REFLECTION

1 2 3 4 5 6 7 8 9 10

Skills in understanding people

1 2 3 4 5 6 7 8 9 10

Adaptable/Imaginative

1 2 3 4 5 6 7 8 9 10

Go deep in relationship

1 2 3 4 5 6 7 8 9 10

Skills in Listening, Clarifying, Responding, Questioning/
Discovering

1 2 3 4 5 6 7 8 9 10

Willing to give of themselves in time, relational energy,
vulnerability, trust and transparency

1 2 3 4 5 6 7 8 9 10

Able to set, review and hold to account on ministry
goals

1 2 3 4 5 6 7 8 9 10

A conviction that practise & motivation must be shaped
by the Gospel