



June 2016

Coaching Tip of the Month for Staff

Scaffolding: Additional Tips

“Scaffolding is a technique that often incorporates a **graduated** use of **open-ended questions** as well as other techniques for **supporting** individuals as they learn new skills **without giving** them the answers **or doing** the tasks for them.”

- Dawson & Gaure -

Here are some additional suggestions of how to incorporate the concept of scaffolding when you are working with participants:

1. Use open ended questions to support participants when they get stuck or overwhelmed:

- a. “What comes next?”
- b. “What has to happen before you can do that?”
- c. “What if your sister has to work and cannot watch your kids? What could be your back up plan?”

2. Use open-ended questions to encourage participants to focus on their goal:

- a. “You’ve talked about the benefits of quitting school. What would be the downside of quitting?”
- b. “How will this delay your long term goal? Let’s map it out in a timeline.”
- c. “What would you need in order to feel comfortable staying on track?”

3. Use the “I do, we do, you do” technique.

- a. **I do:** First model the behavior or task that you want the participant to be able to do. (*ex: A staff member may first provide sample answers to common interview questions.*)
- b. **We do:** Then support the behavior or task that you want the participant to do. (*ex: A staff member may then work with the participant in a supported setting to practice answering similar interview questions using the participants own experience.*)
- c. **You do:** Allow the participant to exhibit the behavior or complete the task independently. (*ex: Participants practice independently.*) **Don’t forget to provide constructive feedback and praise.**



***** Remember: Scaffolding gradually shifts responsibility from the Employment Counselor to the participant, and it helps the participant become more independent.**

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