



Coaching Circle Real Play: Goal Setting

Ramsey County Workforce Solutions
Department

MFIP/DWP Career Coaching Staff
Development and Training

June 2016

June Coaching Circle - Overview

Discussion Topics

Peer-to-Peer Group Sharing:

- *What I Learned Since we Last Met....*

Real Play

- *Practice using coaching techniques to set SMART goals*
- *Reflect on session*

Peer-to-Peer Group Discussion

Think about the areas of improvement you identified on your Reflect and Plans.

Consider your interactions with participants, peers and leadership over the past month and share starting with:

Since we last met I...

- Practiced _____ coaching technique.
- Learned/Discovered _____ about coaching.
- Improved in _____ area of coaching.

Real Play

Using Coaching tools to set SMART goals

Real Play

Last time we met as a coaching circle, we reviewed a dialog where an Employment Counselor worked with a participant to set goals. We discussed the dialog and the associated coaching skills.

Although you now have a better understanding of the concept and theory of coaching, mastery requires lots and lots of practice, followed by constructive feedback.

Today we will **practice** coaching and goal setting skills. Nothing should feel brand new. This is a time to learn from each other, share expertise and strengths, and grow professionally, together.

Review and follow the instructions on the Real Play Handout.

Count off by 3 and get into groups.

Reflect

Write down your thoughts on the following:

1. In the real play, I did a good job ...
2. In the real play, I felt a little stuck when ...
3. In the real play, I noticed that I felt ...
4. Others noticed that I ...
5. In the next month, I want to focus on ...