



PEER COACHING

Transcript study 1

Dear Students

Objective of this exercise : Purpose of this first Peer Coaching is to understand S, which means

- Start with the discussion topic and get to the small a
- What does the client want to explore or resolve for today?

The following case will help you to see how a coach can navigate S of the SNAP framework, by paying close attention to event level and impact level of the content, listening to framing enquiries on positive possible now moment and in the realm of what the client wants to resolve .

The best way to use this Peer Coaching case study is

To read what the client has shared. Pause and discuss among the participants -How would you like to respond to the sharing of the client

Post that go to the next step to see what the coach actually said

Remember what you as a coach are saying and what this coach of the case study is saying can be different and both of you can be right.

Happy studying, thank you.

PEER COACHING – TRANSCRIPT STUDY 1 :

LEGEND - Events. Impact My comments

Process -

TASK in comment box – For per coaching participants to practice and discuss

00:00:00] **Coach:** Hi ! thank you for giving me your time today for this coaching conversation.

[00:00:10] **Coach:** Thank you. Yes.

[00:00:12] **Coach:** Before we start, do you mind if we record this for academic purposes?

[00:00:18] **Coach:** Yes. Okay. Okay, great. Take a moment to pause, relax. Close your eyes and take a few deep breaths in and find a quiet reflective space in your mind.

[00:01:12] **Client:** Yes.

[00:01:18] **Coach:** Fine. So today, what are you thinking of in this conversation?

[00:01:24] **Client:** Yes. Yes. You know, yes. Today morning I had my routine walk to a community garden that I have near my place. And, uh, normally as well, I do not focus on such things, but today, especially it was quite chill in Pune, it was 11 degrees and probably due to that chill, a lot of bystanders on the road, you know, the small shop owners, everybody had gathered some of the dry leaves and put that on fire. Okay. Just to make them, you know, feel warm in this chilly morning at Pune. I also realized that in the process of gathering the dry leaves, it contained a lot of waste plastic bags, bottles, everything else that you can just imagine in the moment of, you know, walking by, I realized the man had climbed on a, on a tree. He broke a branch and also put that on fire, right? It was, it was a, for me, it was a quite wonderful chilly morning, but when I came back from the garden, the root was, you know, full of. Smoke and fog, fully smoky. It really hit me, you know, uh, what is more important, right? For

one, you want to feel that good air, but for other person, he wants to stay warm, right? The problem that I wanted to solve, I really wanted to stop by that fireplace and tell me, tell those guys, you know, at least separate out those plastic bags when you're putting those things on fire. But, you know, that is what they said, you know, hit me, you know, whether you will care for the environment when you are not able to care for yourself, how will that balance work actually, right? Whether you keep yourself warm first, so you find anything that can, you know, keep yourself warm. You don't care whether it's plastic waste or anything of that sort, or you really care for the environment. So, you know, smoggy things, all those things. My worry is. In a country like India, how can we educate people to ensure that they, they do their small bit for the environment? It really hit me in the morning, to be honest. TASK

[00:04:07] **Coach:** Um, I hear that as you've been walking, you notice these, uh, things around you.

It seems, you realising the difference between what you experienced in the environment versus what someone else experienced ...And because of their experience, what actions they took. Correct?

That's good very Essencing by Coach. Need to KP KP too
TASK

[00:04:32] **Coach:** Um, so why don't you first tell me what, tell me more about why this is a dilemma for you TASK?

Why question – avoidable ..what's the purpose of the Q

[00:04:45] **Client:** You know, uh, I have been, you know, part of this company, uh, initiative. We call it as, you know, save the environment and, uh, whenever we get time, we actually participate in, you know, planting trees in certain barren lands, uh, the, the run that we have. Where we kind of pick up the waste that we see during our activities like this. So I have been part of such activities, you know, where I do my small bit towards saving the environment, not just for us, but for the future generations. So this is important. And even though I felt, you know, I can do my small bit when you see people. right? So will they ever care about environment?

[00:06:03] **Coach:** I hear you say that you are, an active member of the green initiatives. It seems you believe in it for future gen and that you put considerable effort into this initiative.

Good Essencing by Coach

At the same time, I hear that, uh, you have an uncertainty about the effectiveness of your efforts in this initiative. And, it sounds like you are contemplating on the outcome of your investment in time energy into these initiatives.

[00:06:57] **Client:** Correct. I mean, whether my small effort will really help. Also, you know, how can I educate, inform, educate, persuade such people? That is what is running on top of my mind. I do very little. Maybe we'll have a small change. That is what is, you know, really help. I believe.

[00:09:20] **Coach:** Okay. I hear you say a lot about wanting to positively change the environment and make a better, greener, cleaner, nicer world. This is, this is a lovely motivation. And, uh, it sounds like you are thinking of how you can be a better catalyst for change.

That may be an assumption ; The client can be talking of something else..

TASK

And, um, tell me more now about, being a catalyst for change and Why Is that important to you?

Avoid WHY Q – what can you say instead ?

[00:10:31] **Client:** I think being a catalyst for getting that small change, you know, why is it important because no matter how much we advertise the impact of climate change and you know, the adverse impacts of weather pattern being changing frequently. We cannot really make people aware, right? That is what I feel. So. You cannot change the world. I can only change my actions. So being that, you know, being that person who can make those small steps. That is what is important to me. And with that small steps, if I'm able to change at least one person that solves my. that really helps me to build that chain.

[00:11:44] **Coach:** I hear you say that you want to be this person who takes action while others just talk around. And if I have to reflect back to the importance of being a catalyst, it is - Instead of others who simply talk, you actually want to be the driver of change of small changes.

Not what client has said

Good observation, but underlined statements are avoidable

[00:12:43] **Coach:** when you say being a catalyst for change, what does change mean to you?

It's better for client to say that they want to be a catalyst.

Q can be – What is so meaningful about being a part of this climate initiative for you ? S Question

[00:13:06] **Client:** Being a catalyst for change, I think changing some of the daily habits. For example, you know, if you want to buy something from a grocery shop, previously, when I was not aware of such things, I used to just take out my bike, right? Uh, go and buy, even though it is a five minute walk, 10 minute walk, I'll just use my bike. I will not care whether it will have any impact at all. Uh, for example, you know, not carrying a water bottle every time by, uh, uh, why about water bottle don't really care about how much waste you generate in a day. So once I realized that, you know, if I don't change my habits, planting a tree or doing a cleanup activity will not make a good change enough, right? That's just a green lighting thing that I do once in a month. And then I say, I'm an environmental activist, unless I change my actions. Right. And with those changes, if I can only persuade one, I think that's good enough.

14 mins have passed – It's time to ask– What are we exploring today ? If small a is not found, the conversation can get aimless

TASK

END OF PEER COACHING 1

KEY

§ “Tell me more about the role you want to play in this environment preservation ..” – This Q directs the mind to positive, possible and about client, rather than others

* Word Repeated is HIT – Q can be – “I hear, you describe this experience as HITTING you. TMM about the thoughts that HIT you? “ – This Q can let you elicit thoughts, realizations and get client to therefore express they they want

So, what would you like to explore today? OR What makes you bring this conversation to the table today ?

Improvement for this Coach :

1. Please use Kp KP, to help client come out of the situation.
2. Avoid judgement, or leading the client – Instead ask
3. Ask what may be explored, so small a can be derived quicker.