

Key Curriculum Design Elements (appreciative coaching)
Maysel Kemp White, PhD, MFT, FAACH

A Five Step Appreciative Coaching Model

A Five Step Appreciative Coaching Model

Learning Objective	Core Content
To identify current frustrations and challenges in coaching	Participants will identify their current frustrations and challenges in coaching clinicians
To describe the key principles of appreciative inquiry	<ol style="list-style-type: none"> 1. What we focus on, and the language we use, becomes our reality 2. In every human system, something works <i>and can be appreciated</i> 3. The act of asking questions (<i>inquiry</i>) influences the group (and relationships) 4. People have more confidence & comfort moving to an unknown future when carrying forward parts of the past 5. What we carry forward should be what is best about the past
To describe the two goals of appreciative coaching	Coaches focus on two core goals: <ol style="list-style-type: none"> 1. Building relationships 2. Promoting success to achieve outcomes/ results
To describe the five steps in the Appreciative Coaching Model	The appreciative coaching model has 5 steps: <ol style="list-style-type: none"> 1. Discover strengths 2. Dream of the ideal future state 3. Design a SMART plan to achieve the Dream 4. Develop systems and people 5. Destiny – techniques to sustain the changes
To practice Discovering Strengths	Think of the things you love to do at work that give you great pleasure, you don't like to stop doing, you can't wait to do again
To identify applications for clinical practice	Participants will identify their take away learning