When you’re coaching someone, it is often easy to slip into the same diagnostic questioning that is used when working with patients. However, developmental coaching requires a different inquiry skill that utilizes a series of open-ended questions to help clarify future actions and direction.

### Developmental coaching is NOT recommended for:

- Remediation or disciplinary action
- Crisis performance issues
- Serious mental health conditions
- Severe interpersonal issues
- Unmotivated or unwilling individuals

### Ask these questions to help develop your coaching approaches:

- What are three ways I can coach my team? (skills, relationships, goals, etc.)
- How can I strategically invest in coaching for my high potential faculty and staff?
- How can I align coaching with strategic goals for the organization?

### Additional Resources


Email facdev@unmc.edu for information on coaching.