

### **Outcomes for Students who have been coached**

- Feel that they have been “heard” and understood
- Gain insight into a core theme or issue that’s in front of them
- Gain insight into the experience they want to have (vision, plan, state of mind, etc.)
- Recognize their own resourcefulness in resolving an issue or making a choice
- Feel more empowered to manage their own lives, decisions, and academic careers
- Identify (at least) the first next step and its timing
- Have a plan for handling obstacles and derailments that could arise
- Have a plan for holding themselves accountable
- Have an idea of how they might celebrate when successful

### **Questions for students:**

- I felt that the advisor truly heard me and understood what’s going on with me
- The advisor asked questions to find out more about what’s going on with me
- I gained insight into the key issue that’s affecting my academic progress
- I gained clarity about what I really want
- I gained clarity about the potential impact of my choices on my future
- I recognized that I have strengths and resources that I hadn’t thought of before
- I came away feeling more empowered to manage the choices and decisions in front of me
- I came away with my identified “first next step” and a timeframe for taking it
- I have an idea of how I might handle obstacles or roadblocks that could arise
- I know with whom I’ll check in – and when – with regard to the results of my first step(s)
- I know with whom I’ll check in – and when – to re-evaluate my strategy or plan
- I have an idea of how I might celebrate my success

### **Coaching Outcomes for Meetings with Students**

- I asked questions that elicited a deeper understanding of the student’s presenting issue
- I asked questions that helped the student gain insight into his/her/their own resources, skills, or strengths (related to the issue at hand)
- I asked questions that helped the student imagine what he/she/they want to have happen (state of mind, experience, results of decisions)
- I asked questions that helped the student plan for his/her/their next step (timeline, people to contact, etc.)
- I asked questions that helped the student consider how to handle roadblocks or obstacles that might arise
- I asked questions that helped the student identify accountability actions
- I asked questions that helped the student identify when/how he/she/they would re-evaluate the strategy
- I asked questions that helped the student identify how to celebrate success, with regard to the current issue
  
- This advising session didn’t lend itself to a coaching conversation

### **Other Outcomes for Meetings with Students**

- I gave the student useful information related to degree requirements
- I gave the student useful information about policies and procedures
- I gave the student useful information about campus (or unit) resources
- I gave the student useful information about his/her/their degree progress and remaining requirements
- I helped the student plan a schedule for next semester
- I helped the student make an overall plan for degree completion
- I told the student what he/she/they wanted to know
- I answered the student’s questions
- I explained how the student could or should take action
- I told the student what needed to be done
- I gave the student information about deadlines