COACHING at Indiana University
Coaching conversations inspire people to remember that they are the experts and the leaders in their own lives. The coaches provide them with the time and the safe space in which to reflect on themselves and respond to skillfully posed questions.

These powerful questions nudge people to discover how they can transport themselves from where they are and who they are to where they want to be and who they want to become.
7 campuses & one branch campus

Centralized advising, advising in residence halls, departmental advising, student success centers, peer coaching programs, career centers, and other student service areas

~375 people so far
Many professional academic advisors and career coaches embedding coaching into day-to-day work and in classes (e.g. FYE)

Some faculty advisors coaching their advisees or using a coach approach in their classes

Some identified success coaches working with small populations
A Coaching Way of Being

Cultivating Meta-Awareness & Intuition

Developing Genuine Curiosity
- Listening & Observing
- Asking Powerful Questions
- Acknowledging, Championing, & Challenging
- Contextualizing

Building Rapport

Cultivating Boundaries & Self-Management

Becoming Fully Present (Engagement)

Creating Safe Space (Neutrality)
What it takes to BEGIN to embrace a Coaching Way of Being

- Attend a two-day workshop
- Practice with other coaches
- Implement with students
- Invite student feedback
IU Coaching Program

- Pre-work: video and self-assessment

Days One & Two (9-4)
- Post-work: learning assessment & reflection
- Pre-work: video-clips, practice, and learning modules

Day Three (9-4)
- Post & Pre-work

Day Four (9-4)
- Post & Pre-work

Day Five (9-4)
- Post-work
After Days One-Five . . .

- Professionalism
- Groups & Classes
- Leadership
- Applications to Advising
  (roster review, orientation, etc.)
What it takes to build a Coaching Program . . .

- Administrative Champion
  - Budget for training the lead trainer
  - Time for trainer to create program

- Lead Trainer
  - Certified Coach (or in-progress)
  - Skilled Trainer

- Curriculum and materials

- Learning Management System or other place to house materials