

Cognitive Coaching

Cognitive Coaches must have **5 non-judgmental competencies**:

1. **Purposeful Questions:** Posing carefully constructed questions intended to challenge the person's thinking.
2. **Authentic Paraphrasing:** It communicates, "I'm attempting to understand you therefore I value you. It conveys empathy which permits deep and tenacious probing."
3. **Search for Detail:** Probe for specificity, clarity, elaboration, and precision. "Which students specifically?"
4. **Wait time:** Allow them time to process, and respond (5-7 sec rule)
5. **Respond Thoughtfully:** Collect data and present it objectively

Active Listening is a pillar of Cognitive Coaching

1. Authentic paraphrasing requires active listening
2. When truly listening, use the young person's body language and other cues to determine when it's necessary to switch modalities.

Mentoring Modalities

Cognitive Coaching	Encourage reflection by focusing on question strategies that pushes on the person's thinking, perceptions, beliefs, and assumptions and how these affect one's behaviour.
Consultancy	Consultancy involves the coach giving advice and suggesting strategies, resources and ideas that may help the young person.
Collaboration	Collaboration involves the coach and Participant working together to plan a balanced Award program.