

# 26

## Coaching Challenge

### Description

This activity can be used to review key concepts presented during the training. It can, at your option, also be used to create fun competition among participants.

### Objectives

By the end of this activity, participants will be able to:

- define key terms related to the role of the coach/mentor;
- describe the importance of various coaching roles.

### Skill Areas

Role of coach/mentor; course closure

### Participants

Number: Any

Type: Any

### Time

30 minutes

### Resources

- "Coaching Definitions" sheet for the trainer
- One copy of Exercise 26.1 for each participant
- Pen or pencil for each participant
- Prizes for winners (optional)

<b>Method</b>	<b>Notes</b>
<b>Step 1:</b> Prepare the activity.	Decide if the game will be played by individuals or teams. Decide if you want to provide "prizes" to the winners.
<b>Step 2:</b> Introduce the activity.	Review the objectives.
<b>Step 3:</b> Distribute Exercise 26.1.	Have participants fill out their game cards. Random assignment of terms is best so cards are different.
<b>Step 4:</b> Explain the rules.	You will provide only the definitions of coaching/mentoring terms. Participants will find the correct answer and mark it with an "X." First person/team to get five (5) in row vertically, horizontally or diagonally wins, provided they can explain the importance of the roles they have marked. The person/team is asked to read the terms that are marked. If they have marked the correct term, they will then explain why that role is important for a coach. If the explanation is satisfactory, they keep the "X." If the explanation is not satisfactory, another person/team can win the "X" by giving the correct explanation.
<b>Step 5:</b> Conduct the activity.	Read definitions one at a time. Play until there is a winner. Participants must be able to both identify the term and explain its importance. Award prizes to winners (optional). Continue playing until there are winners in all directions (horizontally, vertically and diagonally). Do NOT start a new game each time. Continue from where you left off with the previous winner. Go for "blackout" if time permits.
<b>Step 6:</b> Review the activity.	Summarize objectives and discuss any questions participants have.



## Trainer's Notes: Coaching Definitions

- Use the following definitions or modify the list as necessary to fit with your course materials.
- Use the definitions in any order.
- Number the definitions as you use them so you can repeat the order when checking winners' results.

*Feedback*—letting employees know how they are doing on a daily basis.

*Mentor*—this person provides guidance and feedback to another person on a regular basis.

*Orientation*—the process of getting a new person started.

*Goal*—it should be realistic and attainable.

*Communication*—works best if it's two way.

*Appraisal*—a formal method of providing feedback.

*Listening*—a skill that allows coaches to find out what their people are thinking.

*Trust*—has to be earned; can't be demanded.

*Training*—the process of helping an employee learn a new skill.

*Teamwork*—the active participation of all members toward the same goal.

*Networking*—using other people as resources in gathering information.

*Performance*—it's what really matters.

*Recognition*—letting your employees know that you appreciate their good work.

*Delegating*—giving an employee the authority and responsibility to complete a task.

*Counseling*—an activity reserved for serious performance problems.

*Expectations*—whatever they are, performance is likely to be similar.

Reproduced from *50 Activities for Coaching/Mentoring*, by  
Donna Berry, Charles Cadwell and Joe Fehrmann. Amherst, Mass.: HRD Press, 1993.



## Exercise 26.1: Coaching Challenge

Write the terms below in the squares in the matrix. One term per square. You choose the square where you want to write the term. When you are finished you will have created your own individual "Coaching Challenge" game card.

Listening	Appraisal	Delegating	Trust
Performance	Expectations	Recognition	Training
Teamwork	Counseling	Networking	Goal
Feedback	Communication	Orientation	Mentor


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