



The earner of this badge demonstrates the ability to influence positive behavioral change in executives through one-on-one facilitation by coaching leaders to identify and resolve barriers that impede personal and organizational success.

Earner:		Reviewer:		Date:	
<b>Leadership Coaching</b>					
Earning Criteria		The earner will complete a professional journal that describes the experience of influencing positive behavioral change in executives through one-on-one facilitation, coaching, and resolving barriers that impede personal and organizational success.			
Reviewing Criteria		The reviewer will use the provided rubric to assess the earner's ability to detail their experience of influencing positive behavioral change in executives through one-on-one facilitation, coaching, and resolving barriers that impede personal and organizational success.			
Scoring Criteria		Earner must score a minimum 18 points in all categories to earn the badge.			
Score		2		1	
<b>1. Performance Management Coaching Course</b>					
Documentation of completion of Air University's Performance Management Coaching course or equivalent		Provides documentation showing completion of Air University's Performance Management Coaching Course or equivalent.		Does not provide documentation showing completion of Air University's Performance Management Coaching Course or equivalent.	
Score					
<b>2. Skillport Leadership Coaching Badge Courses</b>					
Documentation of completion of prerequisite courses		Provides documentation showing completion of all four prerequisite courses within the Skillport First Sergeant Professional Development suite: Developing Successful Coaching Relationships, Coaching Techniques That Inspire Coachees to Action, New Leadership Transitions, and Becoming a Senior Leader.		Does not provide documentation showing completion of all four prerequisite courses within the Skillport First Sergeant Professional Development suite: Developing Successful Coaching Relationships, Coaching Techniques That Inspire Coachees to Action, New Leadership Transitions, and Becoming a Senior Leader.	
Score					

3. Coaching Scenario		
Shares responsibility, contributes to equal exchange	The coach consistently and skillfully provides the coachee with opportunities to contribute to the coaching session agenda and what gets discussed, treating the coachee as a professional peer and supporting his/her initiative as a self-directed learner.	The coach consistently prevents or interferes with the coachee's opportunity to contribute to the coaching session agenda and what gets discussed, treating the coachee as a trainee while positioning themselves as an expert and undermining coachee initiative as a self-directed learner.
Score		
Uses questions/prompts to guide coachee self-reflection/analysis	The coach consistently and skillfully uses questions to facilitate collaborative in-depth analysis of the coachee's goals and emergent learning opportunities in a non-threatening manner that ultimately supports the coaching process. (eg. open and clean questions).	The coach does not utilize questions to facilitate collaborative in-depth analysis of the coachee's goals, but instead asks questions in a confrontational or accusatory manner or in a way that feels like an interrogation (e.g. closed, leading, and judgmental questions).
Score		
Provides constructive feedback and encouragement	The coach provides descriptive, balanced feedback relevant to coachee needs/goals in a reassuring, supportive, and non-confrontational manner. Feedback regularly includes the potential impact of the behavior being addressed and/or a well-reasoned, clearly articulated rationale and is followed by an opportunity for the coachee to consider and respond to it. (e.g. specific, personal, accentuating the positive, invited, self-directed, and appropriate).	Ineffective feedback is vague, judgmental, unbalanced, insensitive, and inattentive to coachee needs/goals. Additionally, the coach regularly does not provide the coachee with an opportunity to consider and respond to the feedback and frames feedback as expert advice.
Score		

<p>Guides goal setting and action planning</p>	<p>The coach (1) supports coachee in identifying specific, concrete goals early in the session; (2) moves beyond discussing alternatives and/or offering suggestions at opportune times throughout the session to support the coachee in identifying actionable steps to try out in practice and to specify a clear plan for implementing those steps; (3) and reviews the plan and new goals at the end of the session.</p>	<p>The coach presses their own agenda moving forward, dictates action steps or new goals, or mandates an action plan without input from the coachee.</p>
<p>Score</p>		
<p>Achieved Target Outcome for Coaching Engagement Scenario</p>	<p>Raised the coachee’s awareness about his team’s need to feel motivated (reflects his elevation in emotional intelligence) and what benefits he believes this will bring to his team and ultimately to him as well.</p>	<p>Did not raise the coachee’s awareness about his team’s need to feel motivated (reflects his elevation in emotional intelligence) and what benefits he believes this will bring to his team and ultimately to him as well.</p>
<p>Score</p>		
<p>Total</p>		

Please use the space provided below to detail your experience.

Reviewer: Please use the space below to provide feedback for the earner.

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Recommend award of the badge:

YES

NO

Earner Signature:

Reviewer Signature:

Issuer Signature:

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