





Day Five: Coaching and Mentoring





Is This Coaching?


- Cubs learning about Pine Car Derby rules from Den Leaders
- A Patrol Leader showing showing his Patrol how to tie a square knot
- A Varsity member discussing an upcoming college application with a Leader




Responsibilities


- To listen
- To pay attention to others
- To understand their needs






What Coaches Do


- Provide task direction
- Provide skill instruction
- Build capabilities
- Provide resources
- Facilitate relationships
- Transfer responsibility for success
- Support growth and progress






Good Coaching Tips


- Listen
- Supply energy
- Provide focus and information
- Influence; don't control
- Recognize what is right and wrong
- Recognize success and value differences
- Evolve with the team's life cycle





What Mentors Do

- Advise, support, and provide guidance
- Facilitate understanding of environment and culture
- Instill attitudes
- Aid in retention
- Provide trusted counsel





Good Mentoring Tips

- Provide a non-threatening environment
- Build trust early
- Be a good listener
- Share personal experiences
- Make suggestions
 - Specific problems
 - Getting things accomplished