

Coaching Youth

Tips from New Orleans

♣ Set clear goals and a collaborative tone.

- State goal and brief the agenda.
- Clearly state the purpose is to work together to solve problems and to amplify the great work they are doing.

♣ Allow youth time to share first.

- Begin with time for youth to share where they are in the project.
- This ensures youth have space to express.
- This may also bring up other questions to guide the conversation.

♣ Ask, don't tell.

- Get curious. Youth have resources, experiences, and ideas that are outside of our scope. Come from a place of curiosity and ask questions.
- Rephrase statements as questions to encourage ownership and problem-solving.
 - Examples:
 - Instead of saying "You need to call ____ tomorrow", rephrase it as a question. i.e. "Who is someone you could reach out to?" "How and when will you be able to do this?"
 - Instead of saying "You need to _____", ask "What could your next step be? What would that look like? What else could be your next step?"
 - "Have you considered ____?"
 - "What if _____?"

♣ Ask, don't do.

- Encourage ownership and increase confidence by allowing youth to complete the tasks though it may be easier to do yourself. In order to guide, ask how and when the task could be completed.
- Examples:
 - Instead of staff writing emails for outreach concerning the project, have the youth do this. Youth can make a draft before sending a final version.
 - Ask "When can you have that done by?" "How will you get it done?" "Will you need other resources?"

♣ Meet often to check on goals.

- Meet often to address issues before they become bigger.
- Meet often to celebrate success to keep momentum and motivation.