



Role Player Instructions

Differentiated Coaching Case Studies

Past role-players have found it easy to take on the role by recalling what they were like as young, inexperienced teachers—and then slightly exaggerating their reactions so that the essence of the dilemmas you faced are made more obvious for the “coaches in training.”

Provide your participants with the first page of the case—the description of the coaching issue. Their assignment is to:

- Read the case study
- Discuss as a group what they will need to remember about communicating and coaching someone with your type preferences
- Determining the best way to open a conversation with you
- Conducting an initial interview/coaching session to better understand your strengths, beliefs, concerns, and goals. Consider sharing the attached sample questions with them.

Let them work together to answer each of the questions on the next pages. You might think of other statements you could make that would point the group toward any hindering beliefs you think the teacher may have *and* the key problem they wish to solve which might serve as a hook.

As you role-play,

- You can respond any way that you want while staying in character: Say you’re insulted, withdraw or refuse to answer a question, take a bathroom break or ask for a drink or change the subject. Tell them, “I don’t want to talk about that,” if they ask you an uncomfortable question.
- In short, you have permission to be yourself so that participants can learn about coaching people with your preferences.
- You can also step out of your role if your participants are way off-base. For example
 - Are they overlooking the essential motivations of your dominant function? One role-player who preferred ENFJ had to stop and tell the group that they were only concentrating on Intuition and her dominant function was Feeling.
 - Let them know if their line of questioning would, in real life, make you up and leave.
 - Point out if they leap to solving problems before exploring causes and beliefs.

Finally, look at the proposed solution with the group. Where might you do something differently? Which of their suggestions would meet your needs just as well as those in the formal answer? Above all, have fun!



Sample Interview Questions

The following questions are suggestions to help you gather information about your client. Use any of these or come up with your own. Remember to consider your client's communication style when posing questions to him or her.

Thinking Questions	Feeling Questions
<ul style="list-style-type: none"> Tell me about one of your accomplishments as a teacher. 	<ul style="list-style-type: none"> What is one thing in your teaching that you feel really proud of?
<ul style="list-style-type: none"> What skill or teaching strategy are you working to improve? 	<ul style="list-style-type: none"> What is one thing you wish you could change about your teaching?
<ul style="list-style-type: none"> If you could wave a magic wand, what is one thing you would change about your school? 	<ul style="list-style-type: none"> If you could wave a magic wand, what is one thing you would change about your school?
<ul style="list-style-type: none"> Give me a specific example of a time when you felt successful helping a student [or colleague]. 	<ul style="list-style-type: none"> Give me a specific example of a time when you were able to help a student [or colleague].
<ul style="list-style-type: none"> If you could get all of your colleagues [teachers] to be consistent in one thing, what would it be? 	<ul style="list-style-type: none"> If you could get all of your colleagues [teachers] to agree in one area, what would it be?
<ul style="list-style-type: none"> Describe your ideal classroom. 	<ul style="list-style-type: none"> Ideally, what would students experience in your classroom?
<ul style="list-style-type: none"> What kind of situation causes you the most frustration? 	<ul style="list-style-type: none"> What kind of situation causes you the most frustration?
<ul style="list-style-type: none"> What is one area where you might benefit from more direction and support? 	<ul style="list-style-type: none"> What is one area where you feel you would benefit from more direction and support?
<ul style="list-style-type: none"> What do you think all students need in order to learn? 	<ul style="list-style-type: none"> What do you believe all students need in order to learn?