

2 Starter Kata for the coach

Card is turned over to reflect on the learner's last step

COACHING KATA

The Five Questions

- ① What is the **Target Condition**?
- ② What is the **Actual Condition** now?
-----*(Turn Card Over)*----->
- ③ What **Obstacles** do you think are preventing you from reaching the target condition?
Which **one** are you addressing now?
- ④ What is your **Next Step**? (Next experiment)
What do you expect?
- ⑤ How quickly can we go and see what we **Have Learned** from taking that step?

*You'll often work on the same obstacle with several experiments

Reflect on the Last Step Taken

Because you don't actually know what the result of a step will be!

Have the learner state the **obstacle** being worked on

- ① What did you plan as your **Last Step**?
- ② What did you **Expect**?
- ③ What **Actually Happened**?
- ④ What did you **Learn**?

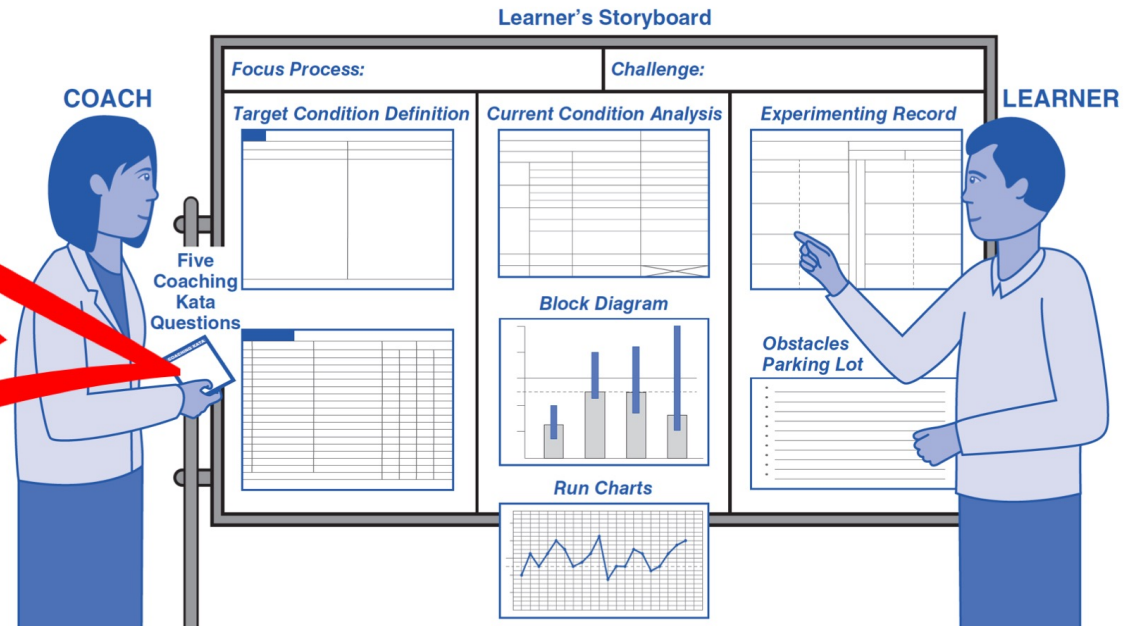
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Return to question 3

Purpose of asking the 5 questions:

- Reinforce the Improvement Kata pattern.
- Help the coach see how the learner is thinking, so the coach can give appropriate feedback.

The five Coaching Kata questions

The 5 questions are the headings for each coaching cycle



Daily coaching cycles (20 minutes or less)