



PIRATE™ LEADERSHIP ACADEMY

Vitality Coaching Guide

Principal Fellow/Coachee: _____ Region: _____ School/District: _____
Coach's Name: _____ Date: _____

I. Pre-visit planning:

Based on what I know from Vitality Videos, Virtual/Onsite visits, Phone conversations, and Email correspondence:

1. What do I know about the Principal Fellow on a Personal and Professional level? *Strengths Finder information:*

2. Coaching Role? Coach, Collaborator, and/or Consultant (circle one)?
3. What Vitality Coaching questions might I use to encourage higher levels of Vitality for the Principal Fellow?
Record questions below or highlight questions on the Vitality Coaching Map (Planning, Reflection, and/or Problem-Resolving)

II. Vitality Coaching Visit (Guiding Questions to Check Vitality):

Purpose: To Listen to Existing State of Burnout and/or Vitality, and Promote Desired State

1. How is your Vitality on a scale of 1-10? (Personal life _____ Work life _____, ECU Graduate Work _____)
2. Based on your vitality ratings, I noticed that _____ is high/low (consider talking about highs and lows). Which would you like to discuss today?
3. What factors are influencing your ratings for (Personal life, Work life, or ECU Graduate Work—circle one)? _____
(Depersonalization vs. Personalization, Emotional Exhaustion vs. Emotional Enjoyment, Low Sense of Accomplishment vs. High Sense of Accomplishment)
4. What might be some things you'd like to talk about now to help support you and promote your vitality? (See PLA Vitality Coaching Map)

Best Practice Language : **Words of...** Accountability, Challenge, Empowerment, Encouragement, Grace, Guidance, High Expectations, Hope, Inspiration, Love, Relationship, Respect, Responsibility, Understanding, Unity