



INSTRUCTIONAL  
COACHING  
GROUP

# The Impact Cycle: Identify Questions

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**REALITY** What's on your mind? – MICHAEL BUNGAY STANIER  
On a scale of 1-10, with 1 being the worst lesson you've taught and 10 being the best, how would you rank that lesson? – STEVE BARKLEY  
Why did you give it that number? – JOHN CAMPBELL  
Why didn't you give it a lower number?  
What pleased you?  
And what else?

**CHANGE** What would have to change to move the lesson closer to a 10?  
If you woke up tomorrow, and a miracle happened so that your students were doing exactly what you would like them to do, what would be different? What would be the first signs be that the miracle occurred?"  
– SOLUTION-FOCUSED COACHING  
If this class was your dream class, what would be different?  
What would your students be doing differently if your class was a 10?  
Tell me more about what that would look like?  
How could you measure that change?  
Do you want that to be your goal?  
If you could hit that goal, would it really matter to you?

**OPTIONS** What teaching strategy could you use to hit that goal? – JOHN CAMPBELL  
Would you like some suggestions? – JOHN CAMPBELL  
What advice would you give someone else if this was their problem?  
Which option gives you the most energy?

**NEXT STEPS** What are your next steps?  
What can you accomplish this week to move closer to your goal?  
– JOHN CAMPBELL  
And what else can you do?  
When will you do that?



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# The Impact Cycle: Improve Questions

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**CONFIRM** What's on your mind? – MICHAEL BUNGAY STANIER

**DIRECTION** Given the time we have today, what's the most important thing for us to talk about? – SUSAN SCOTT

**REVIEW** What has gone well?

**PROGRESS** What are you seeing that shows this strategy is successful? – STEVE BARKLEY

What progress has been made toward the goal?

What did you learn?

What surprised you? – STEVE BARKLEY

What roadblocks are you running into?

**INVENT** Do you want to keep using the strategy as it is?

**IMPROVEMENTS** Do you want to revisit how you use the teaching strategy?

Do you want to choose a new strategy?

Do you want to change the way you measure progress toward the goal?

Do you want to change the goal?

**PLAN** When should we meet again?

**NEXT ACTIONS** What tasks have to be done before we meet?

When will those tasks be done?

Who will do them?

On a scale of 1-5, how committed are you to this goal now?