**“LOOK & LISTEN FORS”**

**COGNITIVE COACHINGSM**

**PLANNING CONVERSATION**

The planning conversation video should be no longer than 20 minutes and should use a pattern of pausing, paraphrasing and posing questions to address each of the regions of the map.

**Rapport**

* Evident throughout the conversation

**Pausing**

* Pauses when planner is thinking
* Wait time I and II: Pauses at least 3-5 seconds after paraphrasing and posing questions.
* Wait time III: Pauses before paraphrasing and posing questions

**Paraphrasing**

* Are concise
* Paraphrases the answer to the question posed
* Include a variety of advanced paraphrases that access deep structure

**Posing Questions:**

* Contain elements of an invitation
* Focus on thinking more than doing
* Are concise
* Appropriately access States of Mind
* Access deep structure

**REFLECTING CONVERSATION**

The reflecting conversation video should be no longer than 20 minutes and should use a pattern of pausing, paraphrasing and posing questions to address each of the regions of the map.

**Rapport**

* Evident throughout the conversation

**Pausing**

* Pauses when planner is thinking
* Wait time I and II: Pauses at least 3-5 seconds after paraphrasing and posing questions.
* Wait time III: Pauses before paraphrasing and posing questions

**Paraphrasing**

* Are concise
* Paraphrases the answer to the question posed
* Include a variety of advanced paraphrases that access deep structure

**Posing Questions:**

* Contain elements of an invitation
* Focus on thinking more than doing
* Are concise
* Include at least 3 in analyzing causal factors
* Appropriately access States of Mind
* Access deep structure

**PROBLEM RESOLVING CONVERSATION**

The problem-resolving video should be no longer than 20 minutes and should be clearly distinguished from a planning or reflecting conversation. It can end with: 1) paraphrase of a cognitive shift; 2) a take-away question; or 3) reflecting on the conversation.

**Pace**

* Evidence of Rapport
* Paraphrases only, concise
* Uses fill-in-the-blank template, including pathway
* Pauses and watches for BMIRS after emotion & content, and after goal
* Goal:
  + Broad
  + Destination (uses words be, have or feel)
  + 1st party

**Lead**

* Evidence of Rapport
* Pattern of pausing, paraphrasing and posing questions
* Paraphrasing:
  + Paraphrases the answer to the question  
    Includes abstracting paraphrases for deep structure, along with other forms
  + Are concise
* Questions:
  + Contain elements of an invitation
  + Are about thinking, not doing
  + Move thinking toward the goal (not to existing state)
  + Are concise
  + Access deep structure