

P O R T F O L I O

CAREER COACH
TRAINING DECK

Leadership

TRENT RHODES



CAREER COACH TRAINING DECK

SITUATION / TASK

When first joining Fullstack, I experienced the version of the coach training deck. My manager guided me through the content, where I learned about the overall approach to working with the students, alums and general team philosophy. It's a beneficial deck, orienting team members to how things are done the Fullstack way. It's also important to understand that career-changing bootcamp students have a different experience compared to traditional computer science pathways.

Gaining experience in the coach role with Fullstack, there was an opportunity to augment the deck. Bootcamp professionals tend to experience many mindset-confidence challenges. Having spent time in other industries using different skills, and then making a complete change like this often invites self-doubt about their ability to truly succeed.

CHALLENGE

Primary challenge was deciding exactly what content to add to the deck so it remains valuable, conceptual while not being too specific. Broad coaching philosophy with principles is best for allowing coaches to learn the Why and How without specifying edge cases.

ACTION / REFLECTION

Sections added to the deck include coaching dimensions, showing how a coach can take on skills of a mentor, counselor, consultant in a given experience. Also provided examples of how these expressions can look for common client scenarios.

Helped to edit the overall deck. Included new concepts and coaching techniques including Exploring the Meta View, Power of Questions, Reframing Disempowering Language, Calling Out the Power.

Incorporated coaching philosophy; types of coaching techniques; competitive edge for boot camp alums; examples shown based on coaching approach.

