

Authentic Youth Engagement and Coaching Crosswalk

Authentic Youth Engagement: It is a philosophical and strategic approach to working with young people. Through this signature practice, young people use their individual and collective power and expertise in helping to shape a better future for those in and transitioning from foster care into adulthood.

Youth-Adult Partnerships:

Quality and characteristics of the relationship

- Authentic partnership
- Trusting
- Honest conversations
- Respecting varied experiences and opinions
- Clear boundaries about roles
- Clear expectations about decision making authority

Preparation:

Guiding to benefit from an opportunity/experience

- Awareness of individual needs (developmental, social, cognitive)
- Practicing new skills
- Being flexible
- Addressing attitudes and beliefs within the relationship
- Strengths-based

Opportunities:

Providing avenues for exercising skills

- Identified and created within the youth-adult partnership
- Linked to young person's personal and professional goals

Support:

Providing help and encouragement to maximize learning and skill development

- Happens in the context of the youth-adult partnership
- Includes material, emotional, and financial needs
- Tailored to each young person's needs

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Humanistic Coaching¹: A human-centered philosophical approach to enhancing growth. Through coaching, people being coached are supported to explore their own inner resources and strengths in order to increase motivation and growth to self-identified outcomes.

Guiding Principle 1: Relationship is essential

- Listen for understanding of experiences through active listening and empathy.
- Connect with acceptance and nonjudgment.
- Communicate feedback in an honest, genuine, caring manner.
- Establish partnered relationships. Do with them, not to them.

Guiding Principle 2: The Coachee is source and director of change

- Facilitate coachee-led agendas and goals.
- Expertise of goals and avenues for success lies with the coachee.

Guiding Principle 3: The Coachee is whole and unique

- Get to know the background of the young people as individuals.
- Be aware of the varied experiences in each coachee's life that shape their perspective as a whole person.
- Support alignment of goals across varied areas of life.

Guiding Principle 4: Coach is a facilitator of growth and change

- Support growth at a process level (behavioral, emotional) rather than a content level.
- Stay open and curious. Do not jump to solutions or attempt to fix.
- Prompt reflection to expand the coachee's awareness of strengths, resources and challenge.
- Support decision making through brainstorming and processing options.
- Facilitate goal setting and strategies for accountability.

¹ Stober, D. R. (2006). Coaching from the Humanistic Perspective. In D. R. Stober & A. M. Grant (Eds.), Evidence based coaching handbook: Putting best practices to work for your clients (pp. 17–50). John Wiley & Sons, Inc.