

What does "agile coach" mean to you? *

An Agile coach helps an individual, team, program, or enterprise identify weaknesses in their agile culture or practice and then helps them find a path forward to be a more mature Agile organization that holistically embodies all of the Agile principles.

What is "professional coaching"? *

Professional coaching is the process of partnering with a team or individual as a client in order to help resolve an issue or improve in a given area. The process should include helping the client identify where they need to improve and then, through additional thought provoking questions, build a creative path forward.

What does "servant leader" mean to you? *

A servant leader serves those who he or she leads by clearing impediments and allowing those being led to do their work. The servant leader does not dictate or command. A good servant leader embodies all of the Scrum values (since they apply well beyond Scrum). Further, they need to be empathetic at the team and individual level, have clarity of thought at both the tactical and strategic levels, demonstrate insight to what the team might need to work on while having the wisdom to know what can be changed.

Describe a professional coaching experience that was significant to your growth as a coach. What did you learn from the experience? *

--We can learn from failures, Rally coach came in and started off by asking questions, but they were neither thought provoking nor open ended enough to lead to thoughtful discussion. Instead, all questions seemed to be aimed at leading the conversation towards an inevitable conclusion that the Rally tool could solve all of our problems--even if that problem was not something we all agreed was an issue. We eventually began to bet on how long it would take each new topic to be coached around to using the Rally tool. It was a living example of what not to do as a coach. The questions need to lead the coachees around to either answering their own questions or realizing the deeper question.

*****Notes from Elise on applying

be sure and call out all the different departments with which I worked

don't coach the problem--coach the person

what about each engagement is important

What about becoming a coach is important to me

slow roll my app and use what I have learned in classes

"coaching mindset" should be my voice

Demonstrate a growing mindset

show failures and flesh out how I learned from it--show my thought process

less focus on the bootstrapping --training. Instead show the better full scope of the things I have done--full range

focus on my reasoning on the paths that I took--if I had multiple paths to take, explain why I took the path I did--good or bad