



Ten Coaching Questions

Here are some questions supervisors can use to guide conversations with workers about building protective and promotive factors with specific youth. These can be used in individual or group supervision, at staff meetings, as part of training or professional development activities.

1. How can the presence or the absence of protective and promotive factors help us understand the issues that brought this youth to the attention of the child welfare or juvenile justice systems or other services?
2. What data can we look at to help us understand youth's strengths and needs? What information do we regularly collect and review to assess progress? What more or different data would be meaningful? Are we looking at the disparities in results based on race, gender, location?
3. How can youth be engaged and supported to build their ongoing support network over time? Can youth help guide team meetings? For example, can they: identify people to join the team; help set the agenda; discuss past trauma, healing, and resilience; and work together to set and achieve goals?
4. How can “teachable moments” be used to build protective and promotive factors? For example, can staff help youth and their supporters: point out resilience; reflect on lessons youth learned in asking for help; understand positives, negatives, and consequences of risk-taking behaviors.
5. What are the specific services or resources youth need to achieve their goals? How can staff access or advocate for these resources in partnership with youth?

6. Which protective and promotive factors are particularly strong for youth you work with? What trends do you see for youth in our agency, organization, school, or community? What are the protective and promotive factors of parents, caregivers and supportive adults who are connected to youth in our agency, organization, school or community?
7. How can parents, caregivers and supportive adults build their own and youth's protective and promotive factors together with the youth? How can parents, family, and other caring adults be engaged and enlisted to help identify and maintain an active network of support for youth?
8. What specific strategies can be used to support young parents to nurture their child(ren)'s protective factors as well as their own?
9. What trauma-informed practice strategies can be used to help youth tell their story and begin to heal from past hurts? Would youth benefit from specialized counseling? Are there other activities, resources and supports that are effective at helping youth understand and heal from past trauma, separations, and losses?
10. What are specific next steps related to building Protective and Promotive Factors that we could take as an agency, organization, school, or community to make a positive difference in the lives of youth and their families?

