

Team:		Date:	
What have I observed today in the team and in my coaching?			
Observations in team		Observations in my coaching	
How did I appreciate my observations?			
Appreciating the team		Appreciating myself	
What do I want to observe more or instead in the future in the team and in my coaching?			
Target image of the team		Target image of my coaching	
Which capabilities, strengths, values and resources have I observed today in the team and in my coaching that will enable those target images?			
Capabilities, strengths, values and resources of the team		Capabilities, strengths, values and resources of myself	
Which next steps in my coaching with the team today and tomorrow do result out of that?			
How confident am I to execute those next steps with the team today and tomorrow?			
(no confidence)    1    2    3    4    5    6    7    8    9    10    (full confidence)			
If less than 9: what would make me more confident?			

## Explanation of the Structure 1/2

<p>What have I observed today in the team and in my coaching?</p>	
<p>Enter here what you could observe in your team today. What good, difficult and challenging moments have you seen?</p> <p>Examples:                      a) Team coordination worked completely on its own during the Daily. They arranged to have detail discussions afterwards.                      b) Anna and Lena talk very rude to each other and only if really necessary. The whole team is aware of that.</p>	<p>Take some time and reflect on your own behaviour in the team today. What did you do well today? What were the challenges that you would like to have handled differently?</p> <p>Examples:                      c) Today I enabled the silent team members to share their thoughts in the team.                      d) I did not manage to teach the PO why it's good to involve the team already in the first story mapping.</p>
<p>How did I appreciate my observations?</p>	
<p>Keep track of whether and how you have appreciated your observations to the team.</p> <p>Examples:                      a) I told the team right at the end of the Daily that it is a very good team and I am proud of them.                      b) I could not bring any appreciation to Anna and Lena, because I do not understand the behavior of the two at all.</p>	<p>Appreciation to myself</p> <p>Examples:                      c) I am thankful that I have already been able to accompany the team in the first steps of self-organization.                      d) I am very glad that my self-reflection always makes me realize what more there is to learn.</p>
<p>What do I want to observe more or instead in the future in the team and in my coaching?</p>	
<p>Target image for the team</p> <p>Examples:                      a) I would like to see that the team takes over more and more moderation and meeting coordination. Maybe they would like to take over responsibility for the Daily completely.                      b) Anna and Lena should practice constructive criticism with a respectful attitude.</p>	<p>Target image for own coaching</p> <p>Examples:                      c) I would like to give the quiet ones in the team the space to actively participate in each team ceremony.                      d) I want to be able to easily convey the agile principles of collaboration and cross-functional teams.</p>

## Explanation of the Structure 2/2

Which capabilities, strengths, values and resources have I observed today in the team and in my coaching that will enable those target images?	
<p>Capabilities, strengths, values and resources in the team</p> <p>Examples:</p> <p>a) The team has a high self-motivation, loves its product and always strives to conduct short and efficient meetings.</p> <p>b) Anna and Lena identify very much with their work and want to achieve the best.</p>	<p>Capabilities, strengths, values and resources in me</p> <p>Examples:</p> <p>c) I can stand behind the team and leave the room to the team for themselves. I feel very comfortable in the Servant Leader role.</p> <p>d) I understand the agile principles very well and am able to work out motivating arguments.</p>
Which next steps in my coaching with the team today and tomorrow do result out of that?	
<p>Examples:</p> <p>a) I will address the responsibility for the Daily in the upcoming retrospective and ask the team.</p> <p>b) Tomorrow I talk to Anna and Lena one by one to get to know their points of view and to express my appreciation to them.</p> <p>c) In each team ceremony, I will take care to encourage the quiet team members to get involved.</p> <p>d) I will research by the end of the week, what lies behind the principles of collaboration and cross-functional team and what reasoning I can come up with.</p>	
How confident am I to execute those next steps with the team today and tomorrow?	
(no confidence)    1    2    3    b) 4    5    6    7    8    c) 9    a) 10 d)    (full confidence)	
If less than 9: what would make me more confident?	
<p>b) I should have more courage to address such things. What if they do not like me anymore or I do not know how to get it resolved? (Hint: You have identified a deeper cause that discourages you from behaving in the way you want. In such a case you can go through this self-coaching process again with the whole statement, "I should have more courage ..." to find out what you are aiming for, what you already possess and what it takes to get you on.)</p> <p>c) I believe that it is not necessary in all situations to make the quiet ones louder. An 8 is enough here for me to experiment.</p>	