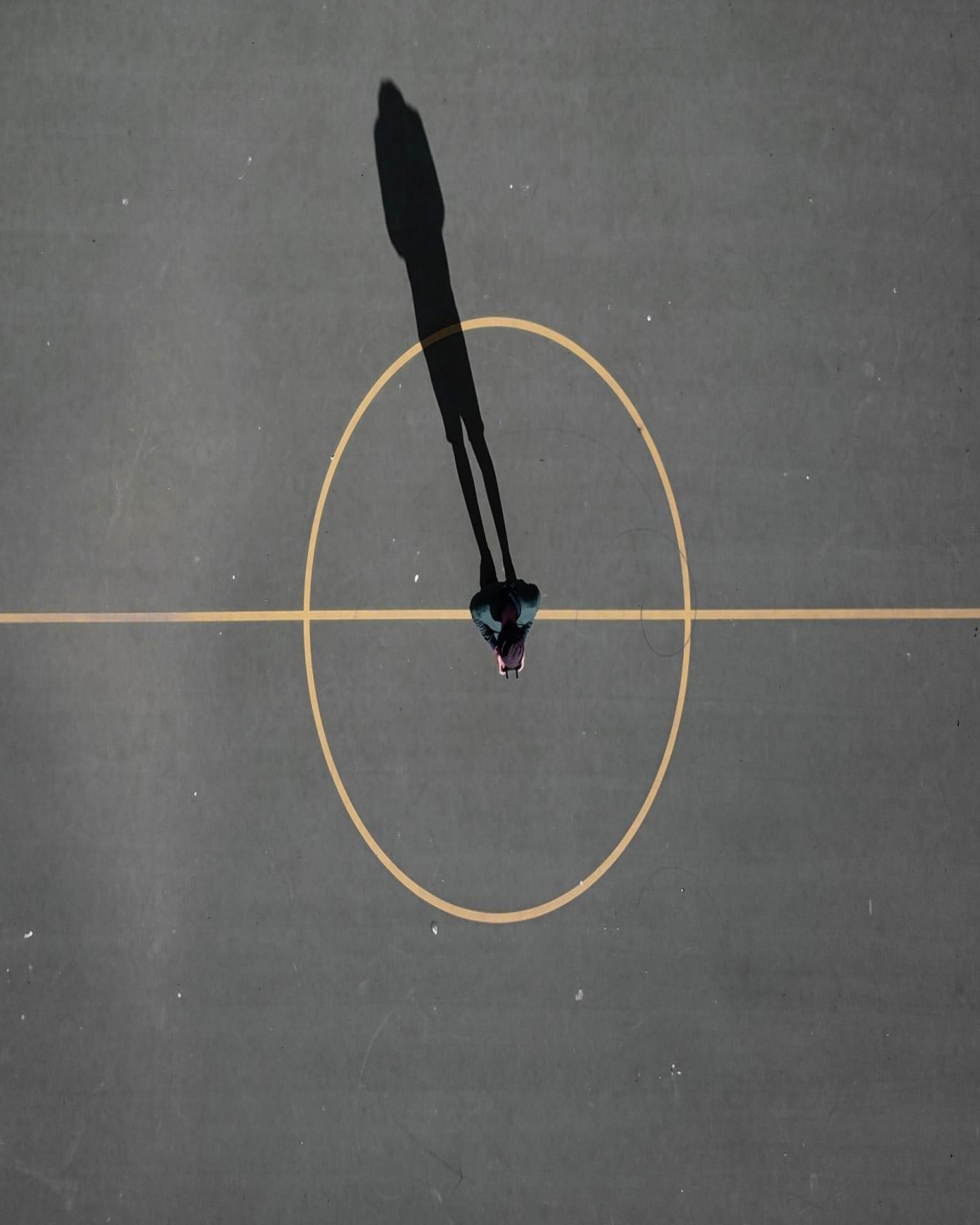


# About me





**what does a  
scrum master do?**




**Job description**  
**VS**  
**Role perception**



## ? What Is coaching

- A process aimed to help functioning people, to set and achieve goals, overcome barriers, and maintain motivation.
- The target of coaching : Gaining the tools to do it by yourself and building self confidence in the ability (self efficacy)



**Goal setting**  
**Maintaining Motivation**  
**Overcoming obstacle's**

**Trainer**

# SMART model for goal setting (Smith,1994)

S

- **Specific**: State exactly what you want to accomplish (Who, What, Where, Why)

M

- **Measurable**: How will you demonstrate and evaluate the extent to which the goal has been met?

A

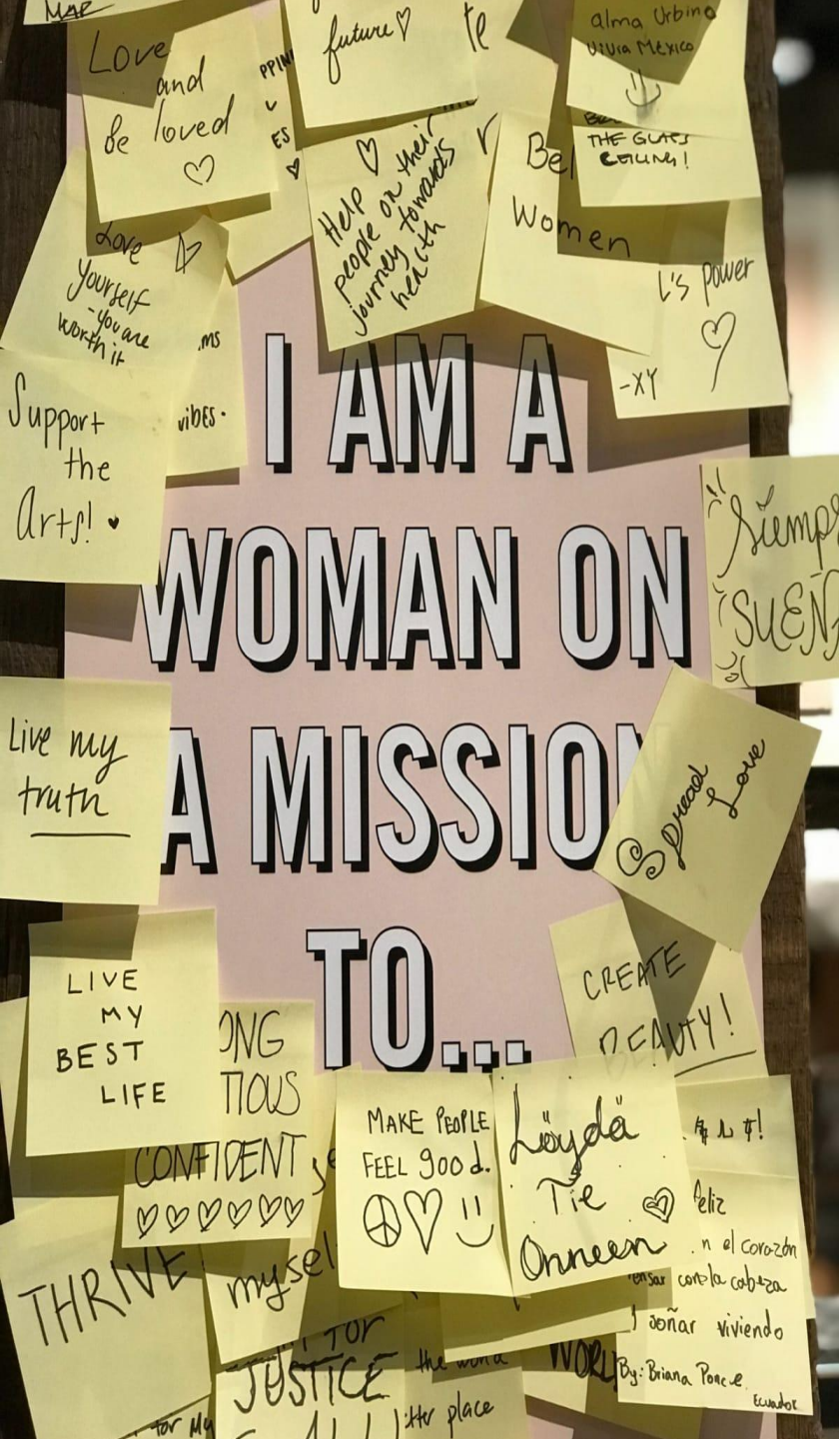
- **Achievable**: stretch and challenging goals within ability to achieve outcome. What is the action-oriented verb?

R

- **Relevant**: How does the goal tie into your key responsibilities? How is it aligned to objectives?

T

- **Time-bound**: Set 1 or more target dates, the “by when” to guide your goal to successful and timely completion (include deadlines, dates and frequency)

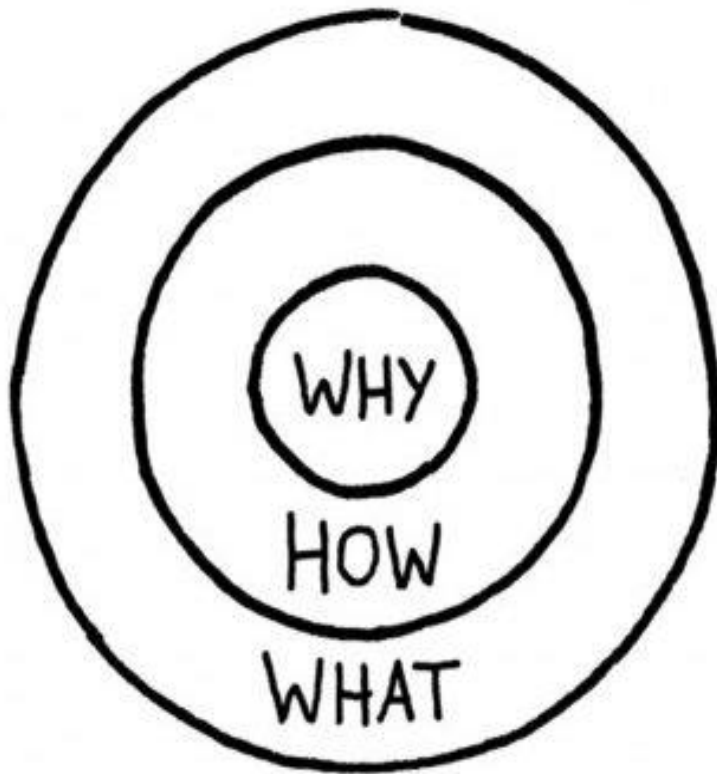


# Motivation maintenance

Motivation is based on:

**self efficacy** - Ones own perception for achieving his goals.

**Purpose** - How important is it to succeed in this subject matter



### What

Every organization on the planet knows WHAT they do. These are products they sell or the services they offer.

### How

Some organizations know HOW they do it. These are the things that make them special or set them apart from their competition.

### Why

Very few organizations know WHY they do what they do. WHY is not about making money. That's a result. It's a purpose, cause or belief. It's the very reason your organization exists.

# Purpose

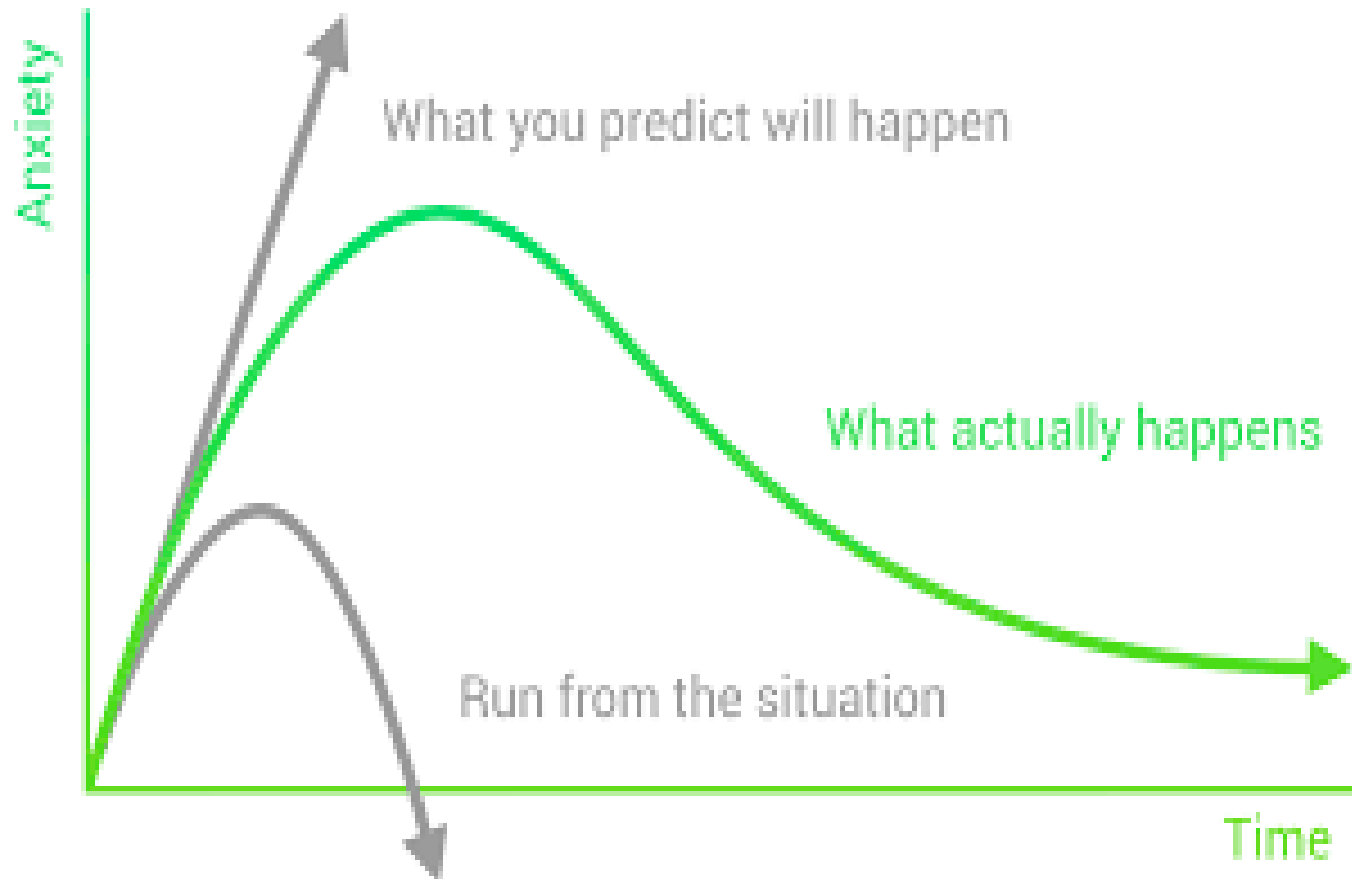


# “The Comfort Zone”



# Growth

# Exposure model (beck, 1986)



© Lifehack



Psychological Safety

**Psychological  
safety**

# MINDSETS

## FIXED MINDSET

The belief that skills, intellect, and talents are set and unchangeable.



## GROWTH MINDSET

The belief that skills, intellect, and talents can be developed through practice and perseverance.



I'll stick to what I know. Either I'm good at it or not.	DESIRES	I want to learn new things. I am eager to take risks.
It's fine the way it is. There is nothing to change.	SKILLS	Is this really my best work? What else can I improve?
This is a waste of time; there's a lot to figure out.	EFFORT	I know this will help me even though it is difficult.
It's easier to give up. I'm really not smart.	SETBACKS	I'll use another strategy; my mistakes help me learn.
This work is boring. No one likes to do it.	FEEDBACK	I recognize my weakness, and I know what to fix.
It's easy for him or her. They were born smart.	TALENTED PEERS	I wonder how they did it. Let me try to figure it out.

## Obstacles