

# COACHING SKILLS

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## SCORPION EXERCISE

Instruct the group as follows:

- I am going to give you a pencil and a sheet of paper and ask you to draw a scorpion.
- You have 5 minutes to complete the task.
- Draw your scorpion on your own ( the brief being deliberately vague –try to encourage without additional information).
- Call time after 5 minutes – show the drawings to the group.
- Divide group into pairs. Ask each pair to decide who will be the coach and who will be the learner.
- Ask the coaches to come together and brief them. Give the coaches the Coach’s tip sheet(HO1) and the Scorpion drawing (HO2).
- Talk through the Coach’s tip sheet to ensure that the coaches are happy with the instructions.
- Explain to the coaches – Read the tip sheet and share ideas with the learner. Do not give the tip sheet to the learner. They should review the task with the learner, watch as they work, offer encouragement and suggestions to help them get it right. There are 10 minutes to complete the task.
- Instruct coaches to return to their learners with a blank sheet of paper.
- Call time after 10 minutes.
- Collect in the drawings. Allocate part of the training room as an “art gallery” and post the drawings as Before & After.
- Encourage the delegates to view drawings and then run the exercise debrief.