

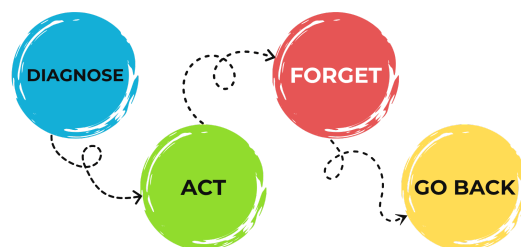
Stop Avoiding Resistance: Real Moves for Real Pushback

Use this flowchart to remind yourself how to anticipate and manage pushback as it appears.



Thinking Through Resistance

*"Resistance to coaching doesn't have to be tricky. It should be **anticipated** and **managed**."* - Jill Jackson



Diagnose

Check Yourself First

- ☐ Did the principal establish the "why"? Do teachers know the instructional goal(s)?
- ☐ Am I reinforcing the "why" and using goals to frame my coaching conversations?
- ☐ Do I need to reset the message around coaching?
- ☐ Am I regulating myself when I meet resistance?
- ☐ Am I using my conversation strategies instead of avoiding resistance?

Diagnosing the Root

- ☐ Have I identified an underlying cause of the resistance?
- ☐ Am I using data to diagnose, or how I feel?

Resistant or Indifferent

- ☐ Have I checked to see if the resistance is really indifference?
- ☐ Have I chosen an approach to coaching that will support the teacher through indifference or resistance?

Act

Choose Your Approach

- ☐ Do I need to review the coaching process, what it looks like, and where the teacher gives input?
- ☐ Do I need to start with a quick win?
- ☐ Did I choose a style of coaching that would take the pressure off the teacher while still getting results for students?
- ☐ Do I need to video a segment of the teacher's instruction for us to deconstruct side-by-side and identify our next coaching move?

Forget

Choose Your Approach

- ☐ Did I set aside how they acted previously?
- ☐ Have I reset so that I don't carry negativity into the next conversation?

Go Back

Scheduling

- ☐ Did I celebrate wins and set up the next coaching cycle?