

## Trio Coaching

This form of structured conversation helps with reflection, problem solving and development. Learn the technique as a role play in a workshop. See also the CARTA [Trio Coaching](#) video.

The group consists of three people and the roles are Focus person, Coach and Observer

### Dilemma

Discuss a real dilemma concerning the psychology involved in a supervisor–supervisee relationship. It should be a dilemma that you have experienced yourself, mediating difficulties in supervisory relations affected by gender ethnicity, social class, culture and/or sexuality. Possible examples:

- As a female supervisor, the male co-supervisor tends not to listen to you
- Your PhD student makes sexual advances
- It is hard for you to be a supervisor because you are from a minority group
- You have a hard time getting your supervisee to listen to you since you are much younger than him/her
- Your supervisee offers you gifts on special occasions such as Christmas

### Pointers

- It is important to keep to the time and follow the structure.
- The exercise takes a maximum of 30 minutes
- Only discuss one dilemma at the time in each group
- Remember confidentiality: What is said during the session stays in the room!

### Steps

#### Conversation 1: Mapping the situation (10 minutes)

The focus person starts by explaining their dilemma. The coach asks open questions to help the focus person to develop and describe their thoughts. The observer listens actively, but does not speak.

#### Conversation 2: Reflections on the focus person's dilemma (10 minutes)

The coach and the observer reflect on the conversation that just took place. What experiences do they have of similar situations? What do they think is the real substance of the situation? What did the focus person leave out of the story? How can the focus person succeed with their task in the best way or resolve their dilemma? The focus person just listens during this conversation; they do not speak. The coach and the observer talk to each other as if the focus person was not present.

#### Conversation 3: Capturing what is relevant (10 minutes)

The third conversation takes place between the focus person and the coach. They concentrate on the things that the focus person perceived as important, interesting and clarifying in the previous conversation. The coach begins by asking the focus person what they thought and felt when they listened to the reflections. The coach tries to help the focus person come up with concrete steps towards desired outcome. The observer listens to the conversation without speaking.

### Debrief

In a round-table discussion between all three participants, discuss your views on Trio Coaching. Could this be helpful to use at your department? (10 minutes)