

COACHING HOME VISITORS – A PARALLEL PROCESS TO NURTURE HOPE AND GROWTH

Hope is the belief the future can be better, and you have a role to play in pursuing that future. Hope is based upon three simple concepts: goals, pathways, and willpower. Individuals set and pursue goals every day. Hope is based upon your capacity to set and pursue the pathways toward your goals and your ability to dedicate the willpower to sustain those pursuits.

HOPE IS ONE OF THE STRONGEST PREDICTORS OF WELL BEING.

Hope is more than wishing. Wishing is passive. Hope is about taking action to pursue the future you desire. Both pathways and willpower are required for hope.

Use the following questions to guide coaching conversations around hope:



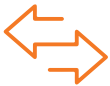
Goals/Vision

- What would be deeply meaningful to you? (purpose)
- What are you dreaming (vision, imagining) about? (purpose)
- What are some of your hopes? (Imagining)



Willpower/Motivations

- What are some reasons this vision is important to you? (will)
- What might help keep your focus? (efficacy)
- How will you know you are moving down the path? (focus)



Pathway

- What might be some options to move forward? (paths)
- What steps have you seen others taking? (resources)
- Imagine you have all the resources you want, what might be some wild options? (forging new trails)

HOME VISITING PROFESSIONAL DEVELOPMENT SUPPORT TYPES

This handout provides an overview of professional development support types tailored to home visiting professionals, including home visitors, supervisors, and trainers. These approaches are designed to enhance reflective practice, build model fidelity, and empower professionals to deliver high-quality services.



Consulting/Training:

A learning relationship with an expert focused on building theoretical knowledge and skills, through evidence-based practices, curricula, and implementation of policies.



Performance-Based Coaching:

A partnership focused on immediate skill-building and program competencies. It supports alignment with program fidelity, builds confidence, and addresses knowledge and awareness gaps using person- or program-centered approaches.



Collaborating:

A peer relationship that emphasizes solving challenges, testing ideas, and co-creating solutions while using data to inform and refine practice.



Developmental Coaching:

A long-term partnership that empowers individuals to pursue self-defined goals. It focuses on sustained growth, adaptability, and understanding, fostering a mindset shift over time.

Note: This is not an exhaustive list of support types or roles in the home visiting system.