A Possible Three-Stage Model for Integrating 1:1 Coaching in Youth Mobilities

Individual coaching can complement the group learning process by creating a voluntary space for preparation, reflection and integration - especially for young people for whom international mobility is a new or demanding experience.

WHAT IS COACHING? ICF defines coaching as “partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.”

In this model, 1:1 coaching is facilitated by a professional coach within clear ethical and safeguarding boundaries.

BEFORE *prepare*

Support the young person in entering the mobility with greater clarity, readiness and ownership.

Focus of the conversation

- expectations and uncertainties
- personal goals and intentions
- existing strengths and resources
- boundaries and support needs
- what they would like to gain from the mobility

Possible coaching questions

“What do you hope to take from this experience?”
“What feels uncertain right now?”
“What would help you feel more prepared?”
“What would help you feel that you belong in the group?”
“What is one small challenge you would like to try during the mobility?”

DURING *become aware*

Create an individual pause inside an intensive group process and help the young person notice their own learning.

Focus of the conversation

- what they are experiencing
- what has surprised or challenged them
- patterns they are beginning to recognise
- learning that may not be visible in the group
- a next step they would like to try

Possible coaching questions

“What have you noticed about yourself here?”
“What has been easier or harder than expected?”
“What would you like to try next?”
“Which moment has felt most meaningful for you so far?”
“Is there a conversation, activity or role you would still like to step into?”

AFTER *integrate*

Help transform the mobility from a memorable experience into learning that can continue in everyday life.

Focus of the conversation

- what they learned about themselves
- what changed or became clearer
- what they want to keep
- where the learning can be used
- follow-up, local action or sharing with others

Possible coaching questions

“What do you not want to leave behind in this project?”
“Where could you use this learning now?”
“What could your next step be?”
“How could you share something from this experience with others?”
“Is there a follow-up activity, local initiative or project you would like to join or create?”

Inclusion should not stop at access.

1:1 coaching can extend support into meaningful participation, reflection and post-mobility integration.

Coaching is an optional complement to quality youth work - not a replacement for it.