



Australian Government

**Assessment Requirements for
SIRXTAD003 Coach others for success**

Release: 1

Assessment Requirements for SIRXTAD003 Coach others for success

Modification History

Not applicable.

Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:

- identify the coaching needs of three different team members
- plan for, and conduct one coaching session for the above team members
- demonstrate the following in each of the above coaching sessions:
 - application of key coaching principles
 - evaluation of trainee performance
 - provision of feedback to team member
 - clear communication and demonstration of required tasks.

Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- communication techniques suitable to a coaching context
- objectives and scope of coaching
- application and benefits of coaching
- key coaching principles:
 - explanation
 - questioning
 - listening to trainee
 - observing and evaluating trainee competency
 - providing feedback
- workplace environments required to support effective coaching sessions
- learning styles and techniques for adapting coaching to suit various learning styles.

Assessment Conditions

Skills must be demonstrated in a services industry environment. This can be:

- an industry workplace
- a simulated industry environment.

Assessment must ensure access to:

- team members in need of coaching; this can be:
 - individuals in an industry workplace, or
 - individuals who participate in role plays or simulated activities, set up for the purpose of assessment, in a simulated industry environment.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=ca051b1b-5101-4ec2-ac1c-49699303188d>