

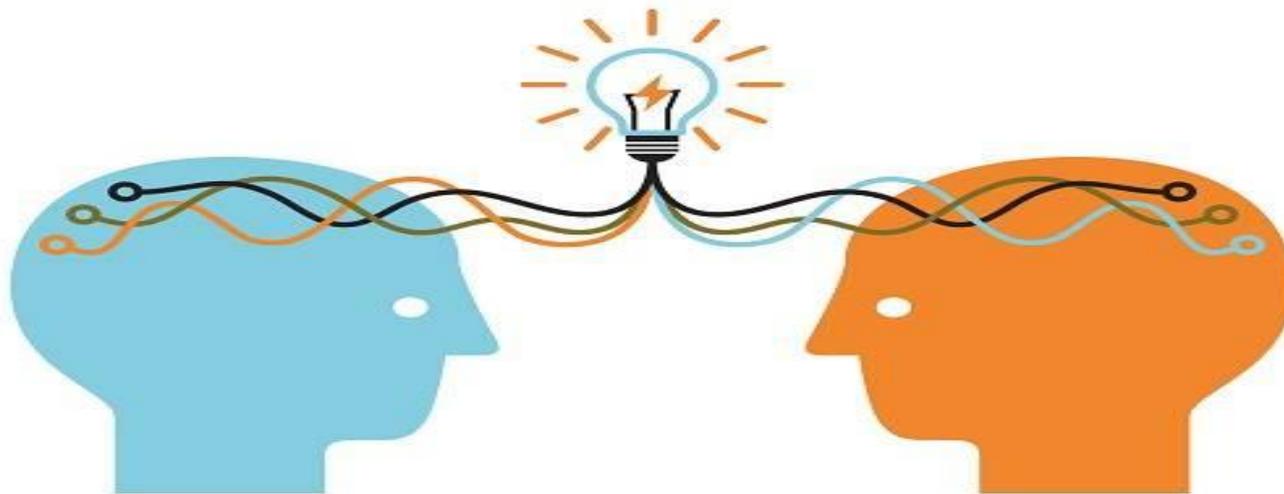
Recharge Your Coaching: Core Coaching Strategies

Wednesday, December 15, 2021

3:00 - 4:30 pm

Martha Oesch, Principal, Oesch Consulting

martha@oeschconsulting.com



Core Four Coaching Skills

1. Asking Permission
2. Listening Reflectively
3. Asking Powerful Questions
4. Holding the Focus

Asking Permission

- ▶ What happens if we share our thoughts without asking?
- ▶ Why should we ask for permission even if we think the answer is yes?



Examples of Asking Permission

▶ Coaches can ask permission by asking:

- *Can I share a hunch with you?*
- *I have a resource that might be helpful; would you like to know about it?*
- *I have an idea that might help; do you want me to share it?*

Listening Reflectively

- ▶ Seek to understand and reflect back what they heard to make sure they “got it”
- ▶ Speaker feels heard
- ▶ Might reflect back meaning, feelings or content



Examples of Listening Reflectively

▶ Coaches might ask:

- Feelings: *You sound sad about that. Are you?*
- Meaning: *So what I think you're saying is that you are worried about taking the job? Do I have that right?*
- Content: *So you went on the interview and it was a difficult experience for you. Did I get that right?*

Asking Powerful Questions

- ▶ Short and simple—10 words or less
- ▶ Open-ended
- ▶ Asked in curiosity and with no agenda
- ▶ Always start with what, where, who, and when. Be cautious with questions that start with why, however, as they can express judgement.



Translating Closed-Ended Questions to Powerful Questions

| Closed-End Questions | Powerful Questions |
|--------------------------|--|
| Will you arrive on time? | What will help you get there on time? |
| Are we on track? | Where are we? |
| Do you have the answer? | What if you did have the answer? |
| Will this turn out well? | How do you think this will turn out for you? |

Holding the Focus

- ▶ People can easily get off track
- ▶ Directs a conversation back to someone's vision, purpose, goal, or commitment
- ▶ Instead of assuming families have wandered off track, coaches can ask a powerful question to unearth connections and insights. Sometimes a detour actually ties right in with what they want to accomplish.



Example of Holding the Focus

- ▶ A conversation might sound like:
 - Coach: *I notice we have gotten a little off track. We were talking about completing your resume and now we are talking about your kid's soccer game. Is there something about that game I should know?*
 - Participant: *Yes, there was another participant at the game that suggested I apply for a job at their company.*