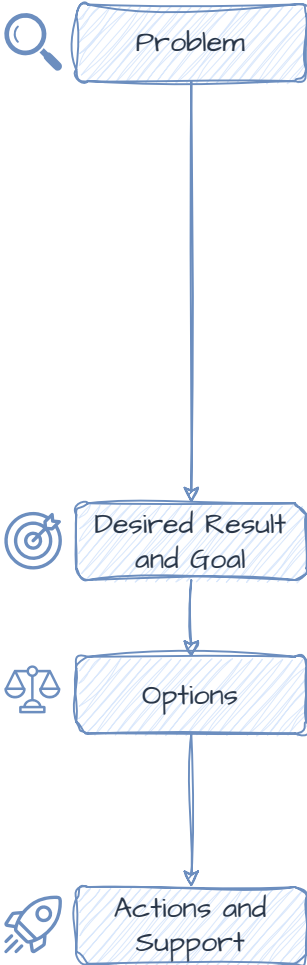




The Coaching Steering Wheel



What's on your mind?
Opener

What is the real challenge here?
Focus on the real problem

And what else?
Broader the view

What kind of...?
Become more specific

... (silence)
More insights

It sounds like...
More insights

Problem Trance/Resist what is
Stop going in circles. Acceptance.

How can you achieve X?
Alternatives?
Brainstorm options

What is the worse case?
What have we overseen?
Risk analysis

What's your first step?
What do you need to do to get X?
Define their actions

Document and Follow-Up
Ensure commitment

Tell me where I'm wrong
Consider something w/o becoming defensive

On a scale of 1 - 10, ...
Clarify severity, track progress

Perspective Change
New perspectives and insights

How & What (instead of why)
Perceived less aggressive

Facts Vs. Stories
Focus on facts and allow other interpretations

What would you like to have happen?
Shift to positive thinking and proactiveness

How handled in the past?
What tried so far?
Brainstorm options

What support do you need?
From whom?
Discover support