The Thought Model in Coaching Conversations

1. Analyze by going forward through the model. Identify the underlying thinking.

   "What happened? What are the (provable) facts? Observable behavior?"

   "When <X happens>, what are you thinking? What are you telling yourself?

2. Work backward through the model. From desired results to the supporting thoughts.

   "What do you have to believe/think to feel <X>?"

   "What result would you like?"

   "What results do you get, when you <act like that>?

   "How are you acting, when you <feel like that>?"

   "How do you feel, when you <think that>?"

   "What do you need to do for that result?"

   "And how would you need to feel to <do X>?"

   "What do you have to believe/think to feel <X>?"

   "What results do you get, when you <act like that>?

   "How are you acting, when you <feel like that>?"

   "How do you feel, when you <think that>?"

   "What happened? What are the (provable) facts? Observable behavior?

Help them notice their thoughts.
Make them realize that what they think affect their results/performace.
They can choose how to think.
They can’t control others. But they can control what they believe about themselves - or who they want to be in this situation.

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