

COACHING PACK 2

This is a pack of coaching handouts that I have written, adapting both original source material and my own experience. The pack gives people some more advanced techniques.

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Richard Maun
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Primary People Ltd
2009

IDENTITY BASED COACHING

WORKING AT A DEEPER LEVEL

1. LANDSCAPE

The scope of coaching can include the things that people do and wish to do differently (behaviour) and the beliefs and values which they have about themselves (identity).

Beliefs and values influence our decision making process, so for most clients it is important to pick up and explore or challenge them, as necessary, to bring about new thoughts and options.

2. DISCOUNTS

A discount is a distortion of reality. You discount when you do not account for the reality, or when you ignore what is there. For example, a client who says "I'm a tough bully" may be discounting the fact that in the coaching conversation they are a reasonable person.

People can discount:

This is a sample only.
Please purchase this product to see the rest of the detail.
Thank you.

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3. G

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If you sense a gremlin, find out what needs to change so that the gremlin is rendered harmless. As a tip, it is worth remembering that *behind every negative action is a positive intention*. This means that gremlins are often put there to protect us in some way and it can be helpful to find out what the reason is, as that may uncover a deeper belief.

4. THREE LEVELS OF LISTENING

When we are listening to a client we need to consider which level we are listening at.

<p>Level 1</p> <p>INNER</p> <p>In</p> <p>o</p>	<p>This is a sample only.</p> <p>Please purchase this product to see the rest of the detail.</p> <p>Thank you.</p>
<p>L</p> <p>S</p> <p>N</p>	<p>What is the client is talking...</p> <p>'s next?</p> <p>in the way of the</p> <p>o is...' and keep</p> <p>n wondering..."</p> <p>narrative</p>
<p>L</p> <p>H</p> <p>E</p> <p>t</p>	<p>new things /</p> <p>?</p> <p>..."</p>
<p>2</p> <p>co</p> <p>The</p>	<p>and 80% is</p> <p>ply:</p>

- So, what do you *believe* about yourself in this situation?
- What's really going on for you here?
- What's this really about?

Or you can use the following two openings to discuss what is going on:

- It sounds to me as if...
- So, what I heard you say is that you tend to...

5. WORKING WITH CLIENTS TO EFFECT CHANGE

1. Ask short questions. They help the client to focus.
2. Ripple effect = make a small change now (in the session) which can lead to larger changes later on.
3. Ask: What needs to change first for the rest to happen?
4. Ask: How long will it take for you to get there?
5. It only requires you to remove one log to break the dam. Go for the smallest change. Size doesn't count, because a change is a change is a change.

