

The 7 coaching disciplines

1.

contract

Build a positive platform (**cheering works!**). Establish buy-in. Focus on an issue that makes a difference. Agree on the outcomes. Pass ownership to the coachee.

2.



What the coach believes is what the coachee will perceive. Be a positive role model. Be authentic. It's not about the coach!

3.



At the heart of what it means to coach is the capacity for emptiness. Have a **beginner's mind**. Be open to be surprised. Be there!

4.

~~**problem solving**~~

A coaching conversation assumes that the way forward lies with the employee. Coaching, as a result, is not a *tell and listen* or even a *tell and sell* discussion. Nor should coaching be confused with *problem solving*. Coaching is a *power-to* relationship.

5.



To coach is to share the gift of presence...a deep awareness that makes listening a holistic experience. Listen to know what the coachee is passionate about. Listen without reservation. Know that **the listener shapes the conversation**.

6.



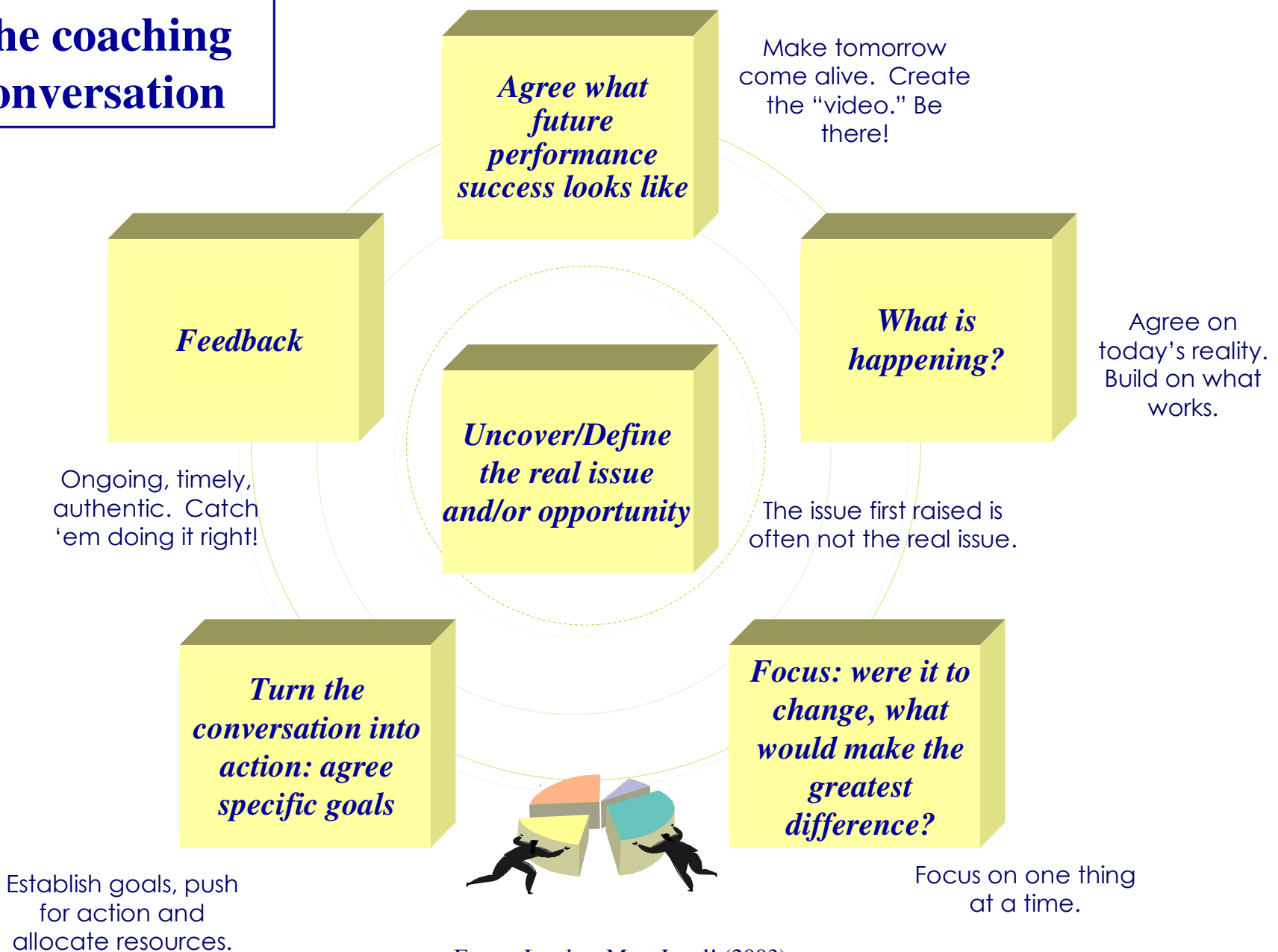
To coach is to ask great questions... to probe without pushing, to challenge without forcing, to inquire without intruding. Draw out strengths. **Ask for what you want** and not for what you don't want! Silence is often the best question of all!

7.

Action

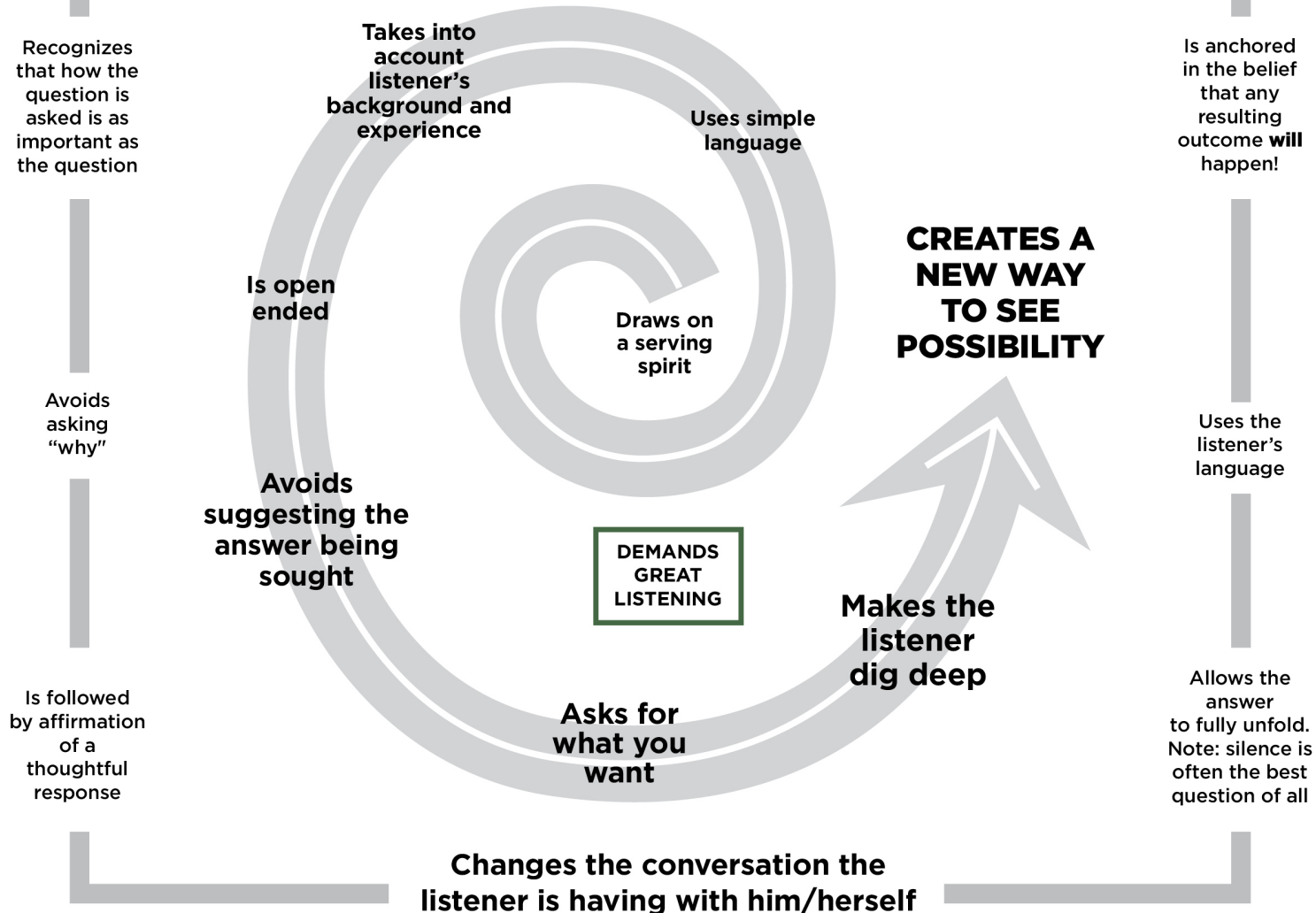
The coaching conversation must be converted into action. Small, successful steps **build self-confidence**. If it isn't written down it won't happen. Follow up!

The coaching conversation



From: Leaders Must Lead! (2003)

A GREAT QUESTION



Asking great questions

