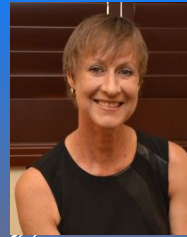


Advancing Your Coaching Skills (AYCS) Webinar 5 – June 12, 2019



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WEEK FIVE - OUTLINE

- Core Competency #6 Powerful Questioning distinctions
- Debrief of learning from Powerful Questioning Case Study

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DEEPER DIVE INTO CC #6 – POWERFUL QUESTIONING



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Competency #6: Powerful Questioning MCC MSR (minimum skill requirements)



Definition: Ability to ask questions that reveal the information needed for maximum benefit to the coaching relationship and the client.

Key Skills Evaluated:

- 1) The coach's depth of questioning that evokes the core issues that are either contained in or underlie the client's agenda;
- 2) The coach's ability to explore with and to evoke exploration by the client of the emotional and substantive content of the words;
- 3) The coach's ability to explore with and evoke exploration by the client of the underlying beliefs and means of thinking, creating, and learning that are occurring for the client;
- 4) The depth at which the coach's questions provide a thinking space for and elicit new perspectives from the client



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Competency #6: Powerful Questioning PCC Markers 1 - 4



1. Coach asks questions about the client; his/her way of thinking, assumptions, beliefs, values, needs, wants, etc.
2. Coach's questions help the client explore **beyond** his/her current thinking to new or expanded ways of thinking about himself/herself.
3. Coach's questions help the client explore **beyond** his/her current thinking to new or expanded ways of thinking about his/her situation.
4. Coach's questions help the client explore **beyond** current thinking towards the outcome s/he desires.



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Competency #6: Powerful Questioning PCC Markers 5 - 7



- 5 Coach asks clear, **direct, primarily open-ended questions, one at a time**, at a pace that allows for thinking and reflection by the client.
- 6 Coach's questions **use the client's language** and elements of the client's learning style and frame of reference.
- 7 Coach's questions **are not leading**, i.e. do not contain a conclusion or direction.



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Competency #6: Powerful Questioning PCC Markers



1. Coach asks questions about the client; his/her way of thinking, assumptions, beliefs, values, needs, wants, etc.

*What **belief** might you need to let go of in order to find true happiness?
What **new mindset** could you take on to make a meaningful shift in your personal life?*

2. Coach's questions help the client explore **beyond** his/her current thinking to new or expanded ways of thinking about himself/herself.

*What would **have to shift in you** for you to have a deep relationship with someone else?*

3. Coach's questions help the client explore **beyond** his/her current thinking to new or expanded ways of thinking about his/her situation.

*What is the story you would be **telling your grandchildren** about your best moments in life?*



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Competency #6: Powerful Questioning PCC Markers



4. Coach's questions help the client explore **beyond** current thinking towards the outcome s/he desires.

***Imagine we are sitting here in 5 years time** enjoying a lovely glass of wine together and your life feels really satisfying. What's happened to make you feel so good?*

5. Coach asks clear, **direct, primarily open-ended questions, one at a time**, at a pace that allows for thinking and reflection by the client.

(avoid stacked/doubled/compounded) *When are you at your most confident? How do you get there? What helps you?*

(closed-ended when it's a discovery question) *Are you thinking about retirement as a new beginning or as an end of something you love? Open-ended example, "How would you describe your relationship to retiring?"*



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Competency #6: Powerful Questioning PCC Markers



6. Coach's questions **use the client's language** and elements of the client's learning style and frame of reference.

*What have you learned about yourself as you've crossed the finish line in a **marathon**?*

*If your personal life was like the finest **wine** served at the most memorable **dinner** you can imagine, how would you describe it?*

7. Coach's questions **are not leading**, i.e. do not contain a conclusion or direction.

(leading) *Who do you believe is standing between you and the peak experience in your personal life? (feels like the obvious answer is 'me')*

(leading) *If you gave up the idea of retiring and instead just kept having a great life, do you think that would be a better way of looking at retirement? (this is telling the client what to do)*

(Coach-training jargon) *Who do you need to be..... Who are you being....*



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DEBRIEF POWERFUL QUESTIONING CASE STUDY

Which questions did you like, and why?

Which questions might you never have thought of?

Which questions might you never feel comfortable to ask?

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FIELDWORK

Experiment with what you've learned so far. One skill at a time.

Listen to recording 3. Use "Recording #3 Review Form" to copy and paste evidence from the transcript for "Output" Competencies - #3, #8, #9, #11. **Absolute deadline for 1.5 hours of CCEs is July 3.**

Webinar 6 on June 19 we'll cover:

We'll debrief Recording #3 (Carly coaching Christine)

Distinctions on Core Competencies:

#8 Creating Awareness

#9 Designing Actions

#11 Managing Progress & Accountability

Wrap up webinar series with "Talking Stick" exercise!

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FORMS RETURN AND MEMBERS-ONLY ACCESS

Email address for returning all of your forms is advancedcoachingskills@icf-nj.org


The start date is when materials become available on Members-Only page.

<https://carlyanderson.com/member-login>

Username: your first initial and last name, lowercase. e.g. Carly Anderson is **canderson**

Password: **private0919**

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Further resources:

Monthly e-newsletter

Blog articles for coaches to improve their coaching skills and core competency distinctions

<https://carlyanderson.com/blog>

"Our essential purpose is to be the best version of ourselves." Matthew Kelly



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Acknowledgement goes to the International Coach Federation and all the coaches over the years who have contributed to developing and evolving the ICF Core Competencies, and continue to do so. <https://coachfederation.org>

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