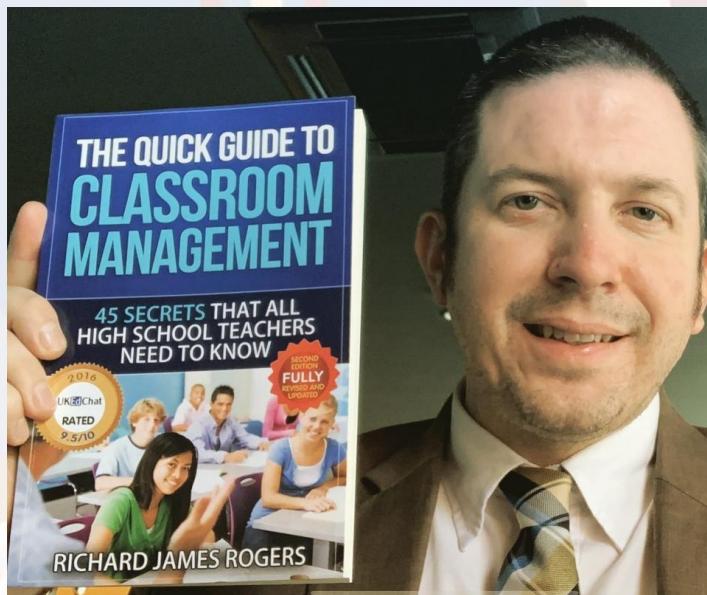




Simplifying the Coaching Process: Do Less to Achieve More!

Richard James Rogers

A little about me...



23:31 100%



Richard James Rogers

Author

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The Facilitator's Triad



Counselling
and Therapy

Teaching and
Learning (Pedagogy)

"Drawing out"

"Putting in"

Keith Webb,
creator of The
COACH
Model®

What we will learn about today....

Some fundamentals of coaching

Common coaching misconceptions

The Five Essential Practices

The Three Mental Habits

Some useful coaching acronyms and frameworks

Educational technology in the coaching process

Some Fundamentals First



"Coaching is extraordinary and very special. And is also not special at all. It is simply a future-focused conversation that can happen everywhere and anywhere."

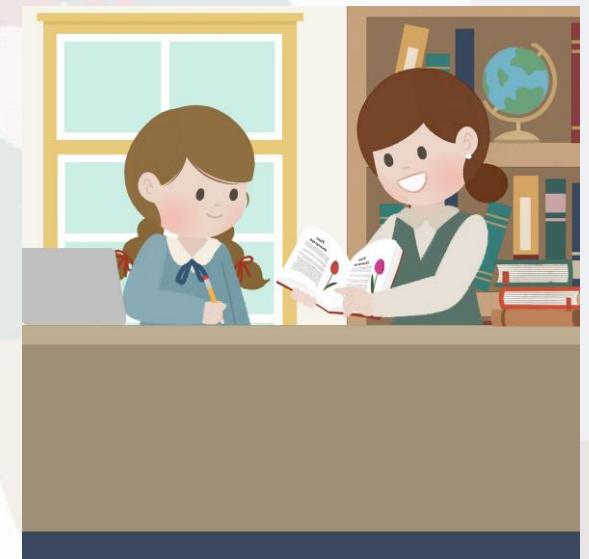
Pedrick, C. (2021) *Simplifying coaching: How to have more transformational conversations by doing less*. London: Open University Press.



“When you see it, say it”.....

.....only applies to.....

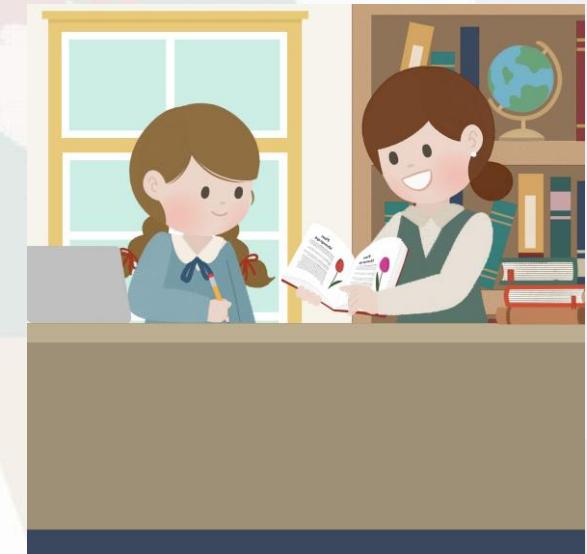
.....GOOD things!



Coach + 'Thinker'.....

.....not.....

....Coach + 'Coachee/Client'



When NOT to coach:

- If you cannot let go of how you want the conversation to go
- If you cannot believe in the thinker's ability to figure out what to do
- If you are angry or disappointed with your thinker

Common Coaching Misconceptions

.....this may prove to be a little controversial!



Misconception #1: Questions are needed to create a breakthrough

What is true about this?: Good questions can change a thinker's view on what actions to take.

Enhanced opinion: Adding **reflective statements** to questions makes coaching feel natural. **Being present is more important than being perfect.** Coaching is a process of inquiry.

Misconception #2: Reflective statements are too confrontational

What is true about this?: Reflective statements feel confrontational only when the coach is impatient or unsettled.

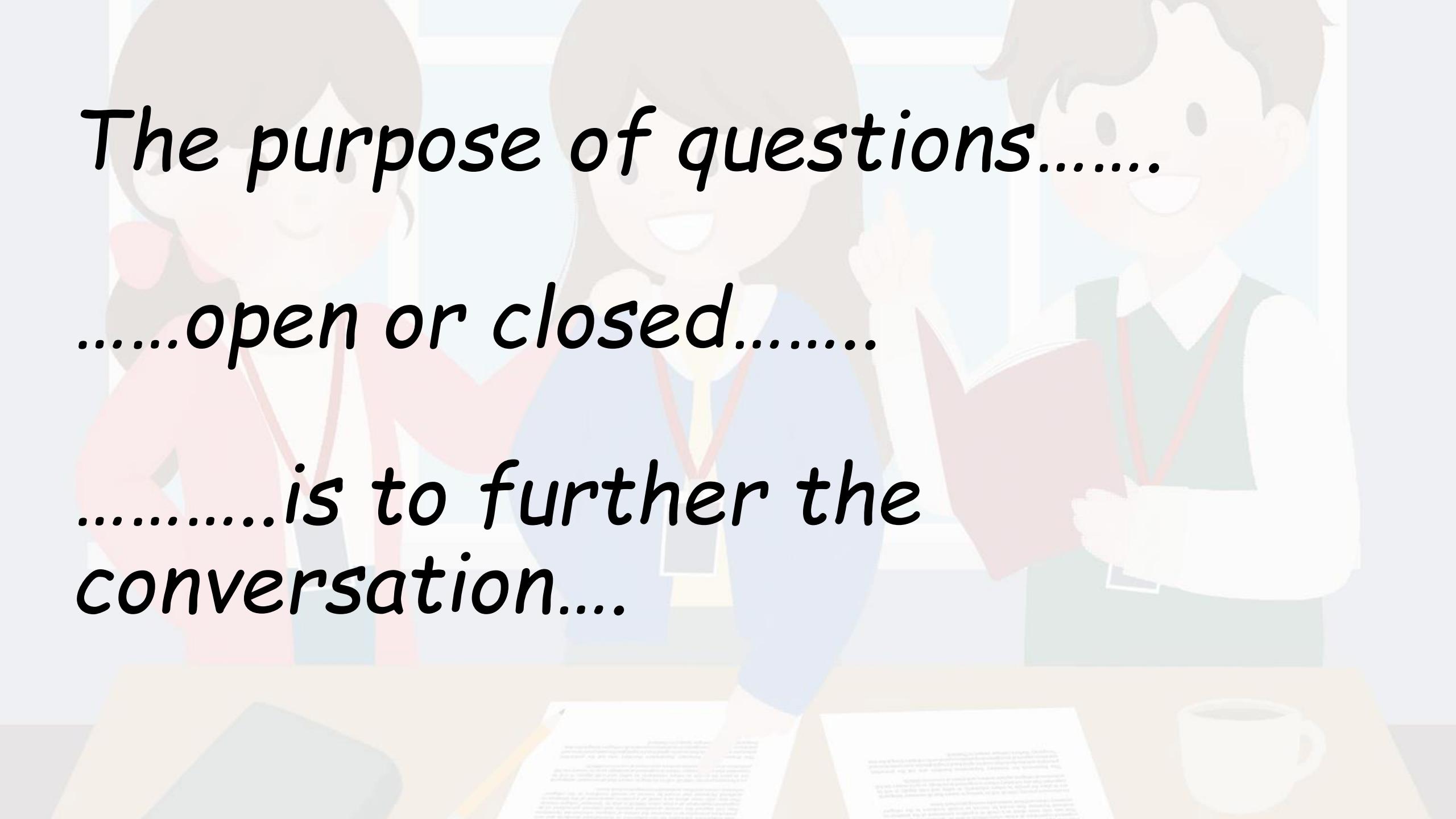
Enhanced opinion: When you actively replay the thinker's words, *with no attachment to being right*, you are not being overly directive.

Misconception #3: The coach must only ask open questions

What is true about this?: At the start of the coaching relationship, closed questions can be damaging. They can also be **leading statements in disguise**. e.g. "Have you tried...." and "What if you were to..."

Enhanced opinion: Closed questions can be used....

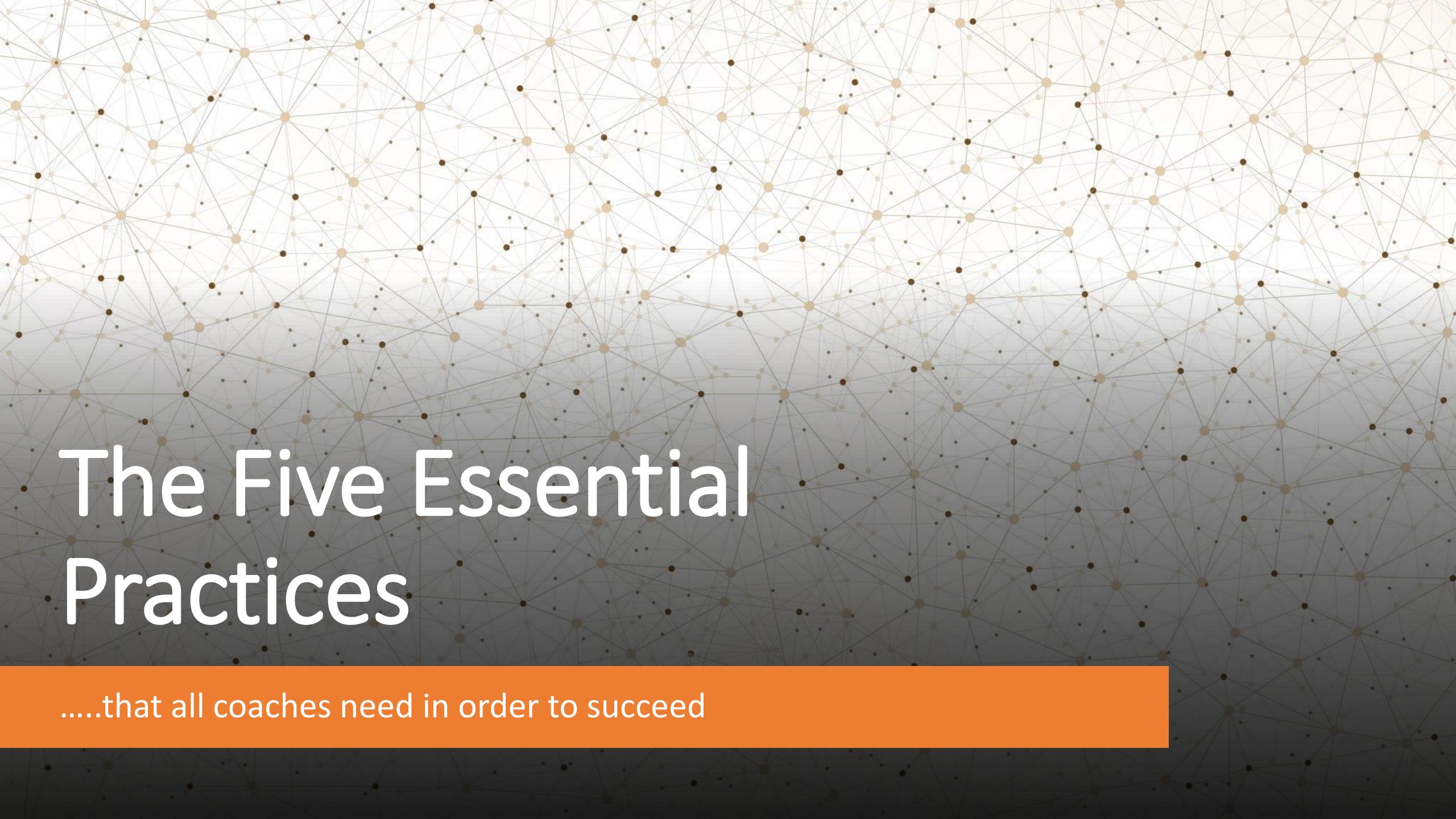
- **To help clarify** what the thinker wants to resolve
- **To affirm** if a reflective statement is accurate
- **To prompt** thinkers when they have a startling insight, but are not speaking e.g. "**Has something shifted for you?**"



The purpose of questions.....

.....open or closed.....

.....is to further the conversation....



The Five Essential Practices

....that all coaches need in order to succeed

1. Coach the person, not the problem

- Set the expectations for coaching
- Maintain your belief in the thinker's capabilities
- Clarify the problem, then coach: If the thinker is willing to explore what they personally need to resolve, you can shift the focus from the problem to the person (e.g. challenging limiting views, such as a **fear of failure** or **skewed sense of obligation**).

2. Use active replay to review pivotal pieces

- Use your thinker's words when recapping or encapsulating, then ask them to explain what their key words mean
- Trust your ability to feel emotional shifts in your thinkers, then explore what triggered the reaction
- Practice curiosity: When you take on the thinker's emotions as your own, shift to feeling curious so you can resume coaching.

3. Brain 'hacking'

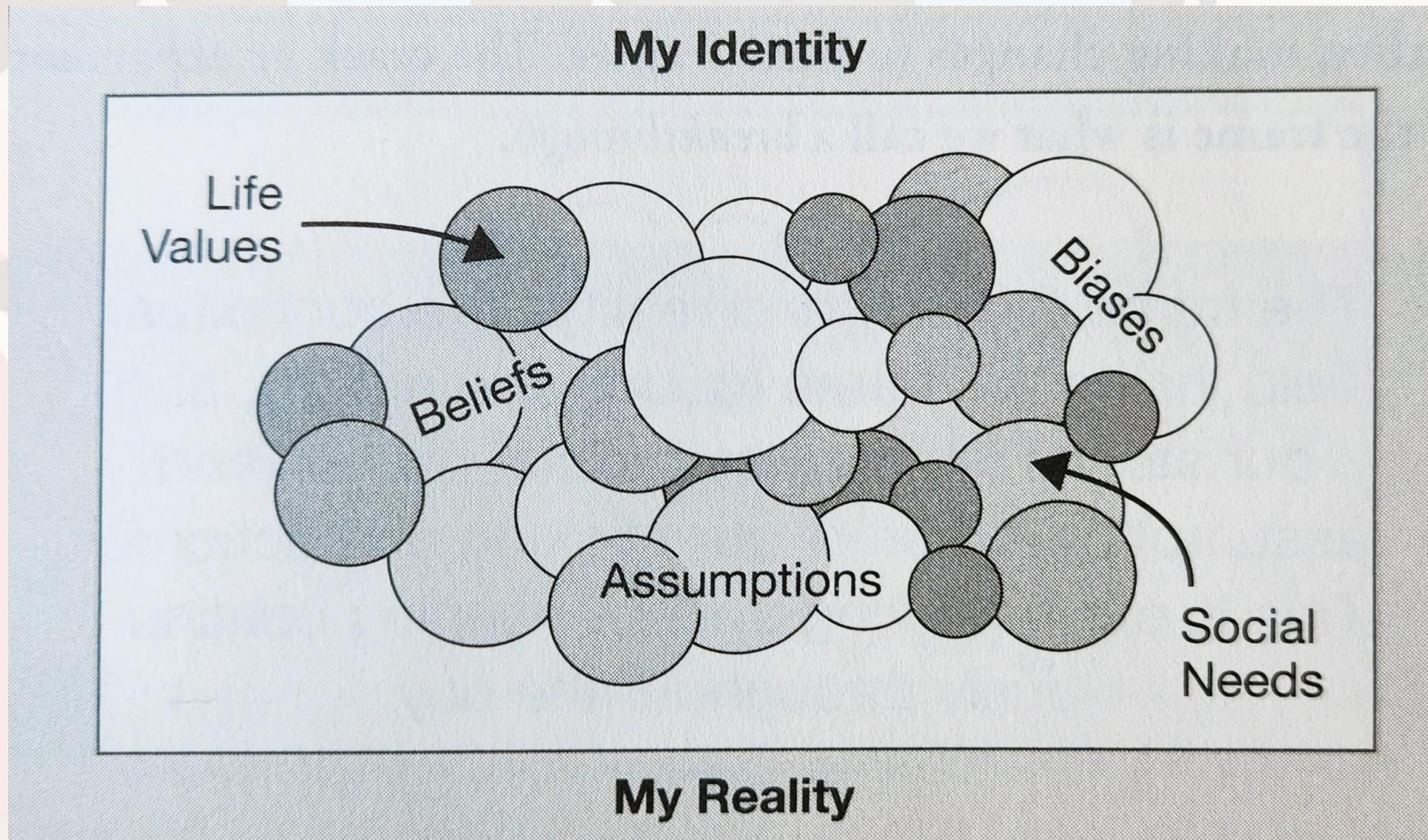


Image courtesy of Reynolds, M. (2020) *Coach the person, not the problem: A guide to using reflective inquiry*. Oakland, CA: Berrett-Koehler Publishers, Inc.

Tips for effective Brain Hacking

- Be open to your thinkers' interpretations of their own dilemmas: resist judgement
- Notice emotional reactions and shifts. Thinkers can work on getting their needs met or letting them go.
- Acknowledge your thinkers' efforts and intentions

4. Goaltending: Keep the conversation on track

- When thinkers list several problems, **summarise what you hear and invite them to choose what outcome they want to work on first**
- **Share what you notice about any shifts in focus.** Ask how this relates to the original outcome.
- **Imagining, refining and redefining outcomes helps keep conversations moving forward**

5. New and Next: Notice insights

- Epiphanies trigger emotional shifts. Notice body language. Ask questions such as **“What are you seeing now?”**, or **“What just happened?”**
- Invite thinkers to choose the *direction of coaching* after an important revelation
- Turn intentions into a commitment to take action - make it time-bound.



The Three Mental Habits

.....that lead to coaching excellence

1. Align your brain and be fully present

- Relax your body
- Detach from the thoughts in your head
- Center your awareness
- Focus on the emotions you want to feel



2. Receive (Don't Just Listen)

- Be quiet, inside and out
- Let go of knowing
- Release the need to be right
- Listen with your heart and gut, as well as your head
- Test your instinct





“Therefore, the more accustomed we are to the inner stillness and peacefulness, the more perceptive we become on subtle dimensions. This can take our inquiry to deeper levels, to a newer kind of knowledge, to a different kind of experience.”

- A. H. Almaas, Creator of ‘The Diamond Approach’.

3. Catch and release judgement

These three things lead to judgement:

- What you believe is important
- What you value as right
- How you believe others should act

To release judgement, you must accept that you are judgemental.

Tips for catching and releasing judgement

- Stop and notice if you are feeling judgemental
- Don't criticize yourself for judging
- Question your assumptions and opinions
- Release your need to be right (or to have the last word)
- Strive to be more curious about people every day

Some useful coaching acronyms and frameworks





STOKeRS

SUBJECT

TIME

OUTCOME

KNOW

ROLE

START

SOGI

SOCIETY

ORGANISATION

GROUP OR TEAM

INDIVIDUAL

CALF

CONTRACT

ACCOUNTABILITY

LEARNING

FINISHED?



Final tip: Use educational technology
(where possible)

Let's try some!

<https://dashboard.blooket.com/set/64214d6a388d48159e2d4701>

Citations and Recommended Further Reading

Pedrick, C. (2021) *Simplifying coaching: How to have more transformational conversations by doing less*. London: Open University Press.

Reynolds, M. (2020) *Coach the person, not the problem: A guide to using reflective inquiry*. Oakland, CA: Berrett-Koehler Publishers, Inc.

Jones, G. and Gorell, R. (2021) *50 top tools for coaching: A complete toolkit for developing and empowering people*. London: KoganPage.