

Peer Coaching

Questions for addressing a change need

1. What do you want to change?
2. What would this achieve?
3. If the ideal is 10 and none of this ideal is 0, where do you stand now?
A [x] already. How did you achieve that?
4. How did you manage to achieve similar results before, or in a different context?
What did you do then?
5. What small step could you take now?
6. Monitor progress (next time)
7. What did you achieve?
7. What more would you like to achieve?

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Created by Remi-Armand Collaris, based on the work of Steve de Shazer and Insoo Kim Berg.

Tips

- Listening and asking open questions is much more effective than giving advice;
- Investigate the effect of the questions rather than trying to have the perfect coaching conversation;
- Accept and normalize your coachee's judgements.



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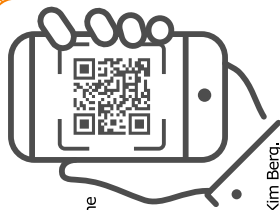
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Questions for addressing a problem

1. What problem are you facing?
 2. What would the world look like when that problem is solved?
 3. If a full solution is a 10, and the full problem is 0, where do you stand now?
A [x] already. How did you achieve that?
 4. When, or in what other context did you suffer less from the problem? What did you do then?
 5. What small step could you take now?
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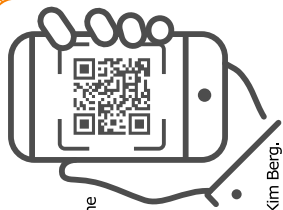
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