

Coaching Tool Box - 5 Easy Coaching Skills To Master

Coaching Skills #1: Inquiry	<p>Ask open-ended questions: “What do you think is important, or a priority here?”</p> <p>Ask questions that acknowledge where someone is at, but helps to move them toward where that want to be: “I hear that you may feel overwhelmed by that task, what do you think you need right now to be successful?”</p> <p>Ask questions that encourage discovery and self-knowledge: “What do you find most interesting about this, or what are you curious to explore?”</p>
Coaching Skill #2: Asset Building	<p>Ask questions or encourage them to identify the strengths they can upon in a particular situation or interaction.</p> <p>Help them to identify allies or resources, they already have or can access for help and support.</p> <p>Acknowledge the potential opportunities or growth experiences inherent in the situation.</p>
Coaching Skills #3 Championing	<p>Provide support and encouragement when they are trying something new, or tackling a difficult situation.</p>
Coaching skill #4 Visioning	<p>Ask them to paint a verbal picture of how they want something to look. Ask them about ideal situations, biggest hopes for the situation, what would success look like., etc. Connect them to their ability to be intentional and to make choices that can take them to where they want to be.</p>
Coaching Skill #5: Grounding & Designing Action	<p>Help ground information and create strategies for moving forward through always ending coaching conversations with specific action steps. Talk about any potential obstacles to accomplishing these steps, from time, resources or personal willingness. Address obstacles by identifying support needed. Clarify and repeat back what the person is “committing to”. Create a method of accountability to ensure follow through.</p>