

# Squiggly Careers PodSheets



## How to take a coaching approach

### Why it's helpful



Taking a coaching approach can help someone navigate through knotty moments and increases their commitment to action.

? Who is the best listener you know?

? Who asks you questions that make you think?

### A coaching approach is:

Increasing self-awareness & action

Supporting not solving a situation

Listening not leading the conversation

### Ideas for action on how to take a coaching approach

#### 1 Manage the mindset:



Adapt your approach by working out someone's preference for thinking (= reflective and considered) or doing (= action and speed).

- For 'thinkers', use what / when questions to help them be more specific.
- For 'doers', use who/why questions to help them think more deeply about their decisions.

#### 2 Demonstrate key coaching skills:



##### Questioning:

- Ask one open question at a time and focus on action they can own.
- Sounds like; "What can you learn from this experience?"

##### Listen:

- Listen to their body language, pace and pitch to hear what someone might not say.
- Playback your understanding to increase clarity
- Reflect on your talk:listen ratio afterwards

#### 3 Structure the conversation with COACH:



**CLARITY:** "What would be most helpful to talk about today?"

**OPTIONS:** "What options could you explore?"

**ACTION:** "What option would be most effective now?"

**CONFIDENCE:** "What do you need to feel confident taking action?"

**HELP:** "What support do you need?"

### Coach Yourself Questions

? How could you practice using COACH?

? What gets in the way of your 'active' listening?

### Recommended resources



**You Coach You** Learn more coaching skills in our second book



Effective coaching starts with **increased self-awareness**, Ted Talk by Tasha Eurich



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A live session with Helen and Sarah to dive deeper into the Squiggly Careers podcast topic of the week.