



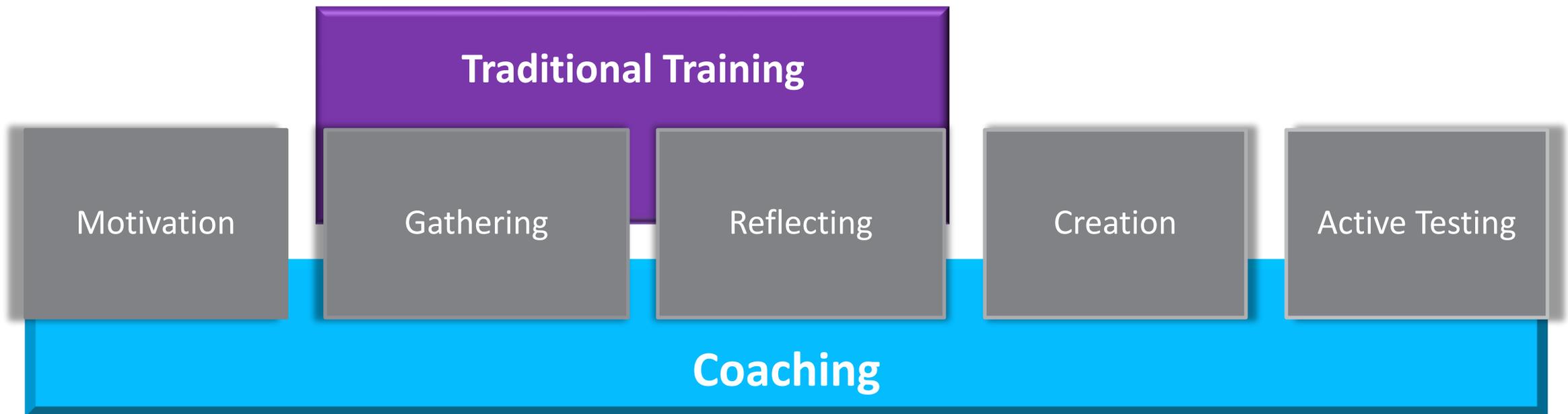
How Coaching Changes Minds

Breakout Session Support

Coaching Supports Learning



Benefits of
Coaching





ICF Core Competency: Evokes Awareness

Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor or analogy

1. Considers client experience when deciding what might be most useful
2. Challenges the client as a way to evoke awareness or insight
3. Asks questions about the client, such as their way of thinking, values, needs, wants and beliefs
4. Asks questions that help the client explore beyond current thinking
5. Invites the client to share more about their experience in the moment
6. Notices what is working to enhance client progress
7. Adjusts the coaching approach in response to the client's needs
8. Helps the client identify factors that influence current and future patterns of behavior, thinking or emotion
9. Invites the client to generate ideas about how they can move forward and what they are willing or able to do
10. Supports the client in reframing perspectives
11. Shares observations, insights and feelings, without attachment, that have the potential to create new learning for the client



ICF Core Competency: Facilitates Growth

**Partners with the client to transform learning and insight into action.
Promotes client autonomy in the coaching process.**

1. Works with the client to integrate new awareness, insight or learning into their worldview and behaviors
2. Partners with the client to design goals, actions and accountability measures that integrate and expand new learning
3. Acknowledges and supports client autonomy in the design of goals, actions and methods of accountability
4. Supports the client in identifying potential results or learning from identified action steps
5. Invites the client to consider how to move forward, including resources, support and potential barriers
6. Partners with the client to summarize learning and insight within or between sessions
7. Celebrates the client's progress and successes
8. Partners with the client to close the session



Breakout Discussion

Small Group Discussion

- How does coaching better support learning based on what we now know about the neuroscience and learning process?
- Why is the Evoke Awareness competency so important to the learning process? What parts of the process does it support most powerfully? What questions can you use to engage your clients?
- How does the Facilitating Growth competency create the potential for more powerful development? What questions can you use to engage your clients?



Powerful Questions

Benefits of Coaching

Competency: Evokes Awareness	Primary Learning Phase: Motivation, Reflection
Key Ideas: <ul style="list-style-type: none">• Awaken the curiosity that drives motivation to learn something new.• Engage the learner where they are and make a positive emotional connection.	
Possible Questions: <ul style="list-style-type: none">• What would you like to talk about today?• How will we know our session is successful?• Thank you for sharing that experience. Is there anything else?• How does your experience influence your coaching goals?• When we started, you said you wanted to focus on X, is this a new direction, and if so, which should we follow?• You have been doing something the same way for a long time, why do you think you want to change it now?• What commitments are you able to make to achieve your goal?• Is there anything you may be making up?• Sometimes there's a second voice in our heads. What is your second voice telling you now?• What would your older self tell you right now?• What would you do if you weren't afraid?	



Powerful Questions

Benefits of Coaching

Competency: Facilitates Growth	Primary Learning Phases: Creation and Active Testing
Key Ideas: <ul style="list-style-type: none">• Facilitate new client insight.• Encourage ongoing testing.	
Possible Questions: <ul style="list-style-type: none">• What are you aware of now that you weren't aware of at the beginning of our discussion?• What goals will you set for yourself to help move you in this new direction?• How will you hold yourself accountable for your progress?• You have set this type of goal before and haven't been able to achieve it. What has changed that gives you the confidence that it will work this time?• What challenges will you face in achieving the goals we have discussed? How will you overcome them?• What have you learned about your goal/plan since our last discussion? How will that help you move forward?• What beliefs have led you to this view?• What do you need to hold yourself accountable?• What actions will you take to integrate this into your daily habits?	