Masterful Questions

Session #2

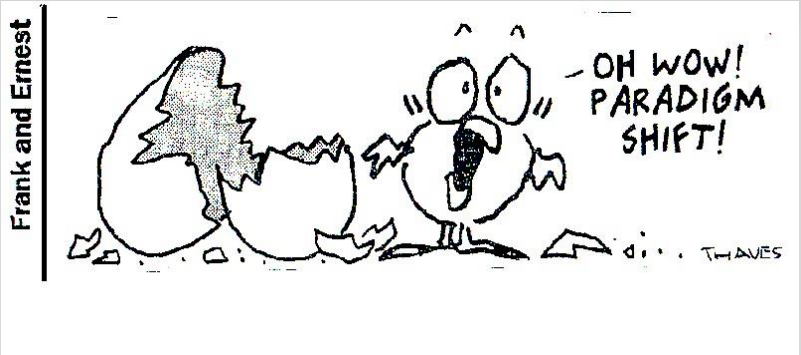
Presented by Michael Stratford MCC, BCC

What we're up to today

Review/debrief about last week
Practice
The Coaching Equation
The StratMatrix
Addition by Subtraction
Practice
Tool time

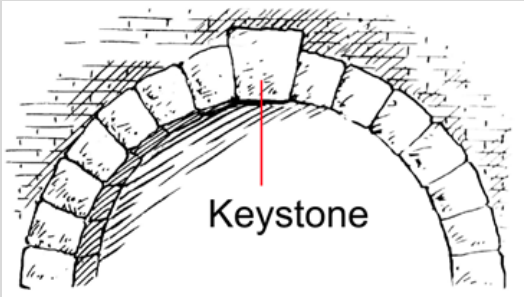
Question #1

What if anything has already shifted about your relationship to questions?



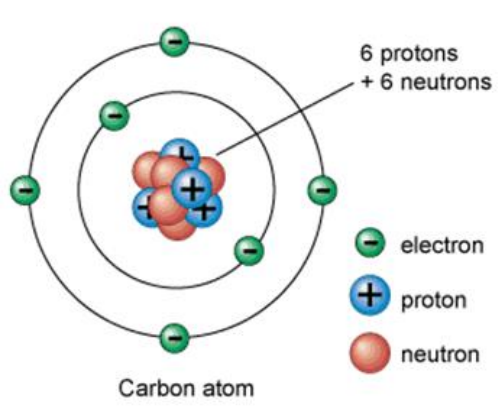
Question #2

If you were to teach this course, and could only make one point, what would be the keystone awareness that you could give a new coach learning about questions?



Question #3

From studying the questions of others, what's the most important thing that you've noticed about structure?



Time for Practice

"Coaching the moment not the history"

Groundrules – First pick a number from 1 - 10

1. You get to ask one question of the client.
2. No closed end questions .
3. Then the next person goes.
4. You must ask only from what the client just said, not what you would have asked if you were in an earlier position.

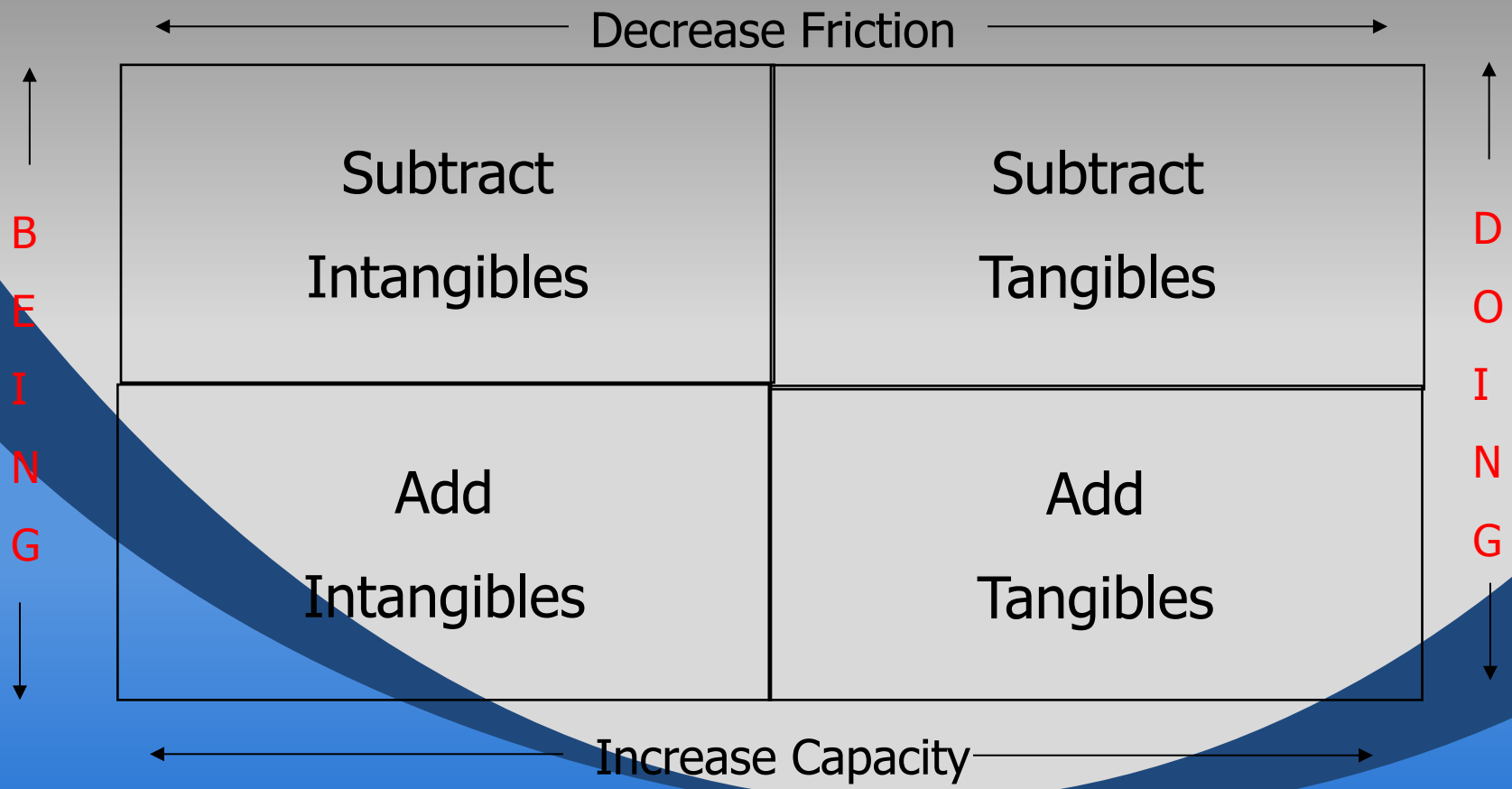
**Once your turn has passed pay attention to the structure of others' questions, how they're built and what happens with the client when they're asked.

The Coaching Equation

Performance = Potential – INTERFERENCE

Coaching is a subtractive process

StratMatrix™ of Human Development



What to Subtract (Intangibles)

Assumptions of skill/training level – mistaken notion that one is "better" than they actually are

Beliefs – they are trained, constructed and assimilated and look like truth or facts

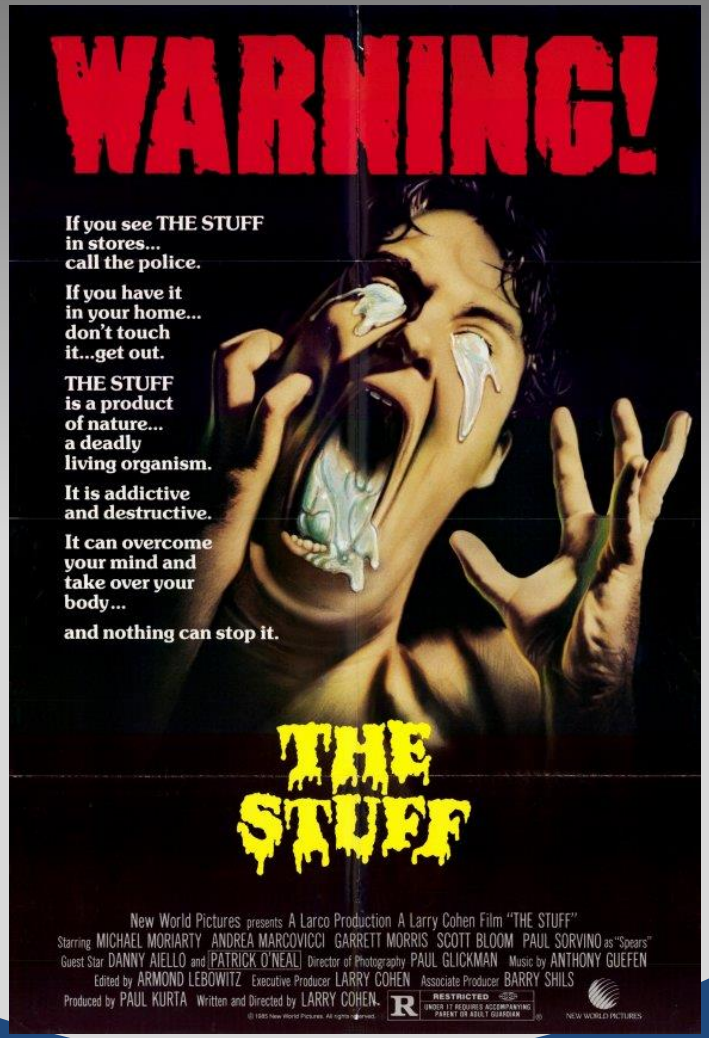
Ego – identity of being an expert/needing to be 'the one who knows'

Fears – what will happen if…or what happened before that I should fear again

Ignorance – the simple basic absence of information or knowledge

Hungers – deep inner drivers i.e. hunger to feel needed
valued, important, liked, powerful, respected
appreciated, heard, loved.

Subtract the Stuff



Subtracting Fear – Demo?

SEE

CORE

Anything else will simply rubber band back to the fear because the energy hasn't shifted

Time for Practice

"Coaching the moment not the history"

The Subtraction Version

Shifting Forward

What 'self' are you most unwillingly to let go of regarding your impact with clients?

How is the attachment to that 'self' holding both you and your clients back?

What is the leap of 'self' you sense is next for you in your mastery of questions?