



Masterful Questions

Session 1 - Context

Presented by Michael Stratford MCC, BCC



It begins with a question

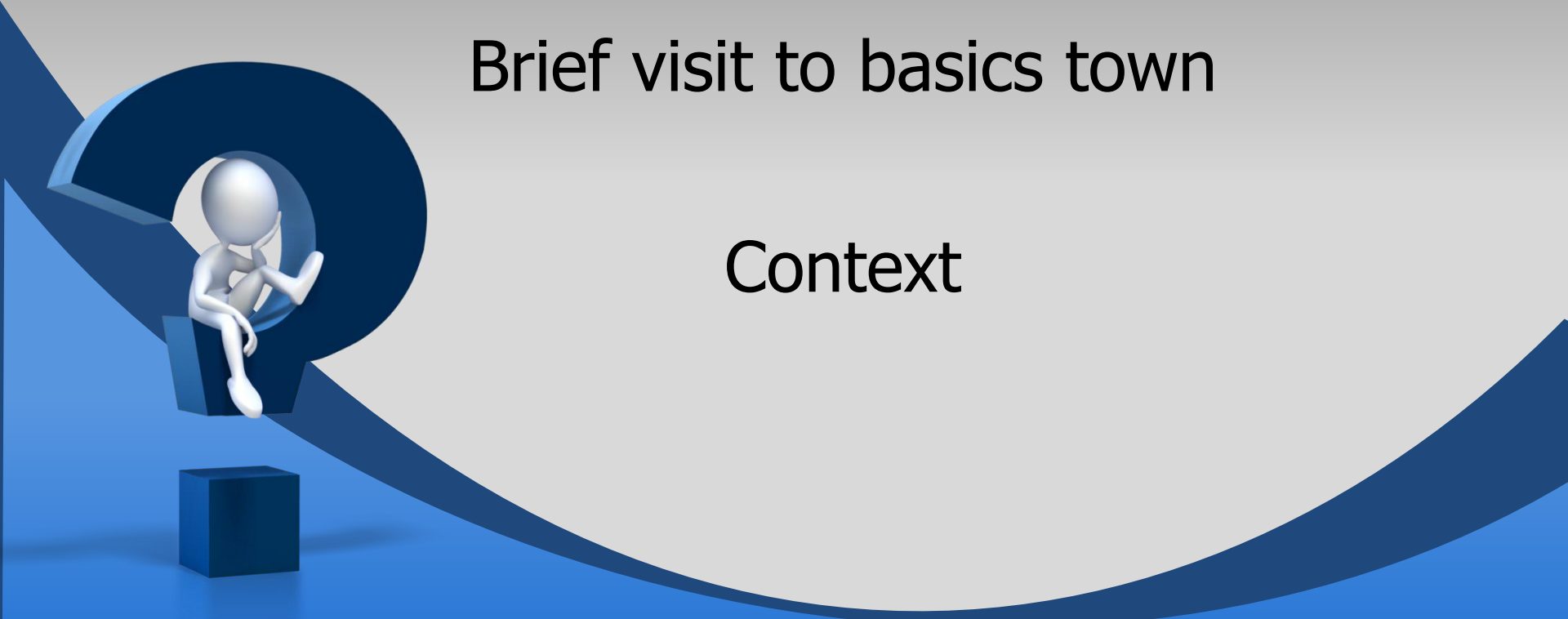
A little personal Story...



Overview- what we're up to

Brief visit to basics town

Context



The Context for Masterful Questions



The Context for Masterful Questions

What the Game is really about

Coaching Presence

Listening

Respectful Assumptions

Who vs. What



*Contextual Shift #1 What the Coaching Game is all about
– The solution is already there*

Sudoku

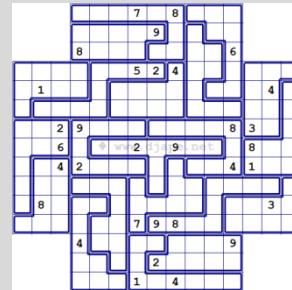
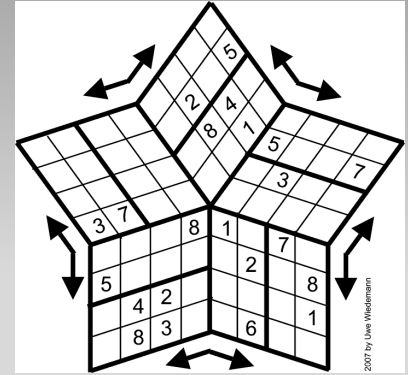
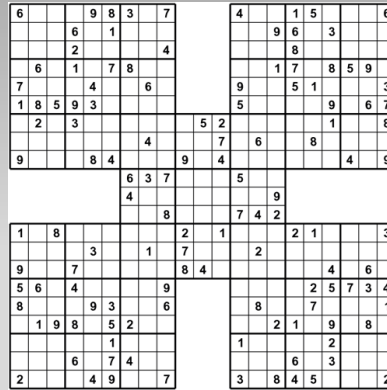
9			5			2		3
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	5			6			3	
6			7		2		4	
		2				6		1
			3	2				
8		1			7			5



Contextual Shift #1

How does the arriving at the already existing solution affect the bigger picture of meaning in one's life?

4			1
	1	3	
	4	1	
1			3



Listen, Listen, Listen

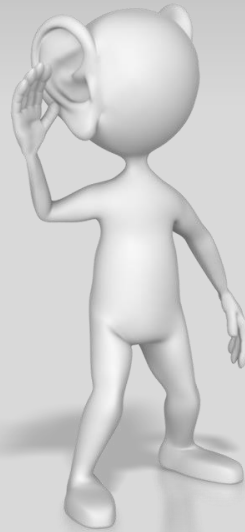
Taming the W.O.L.F.



What **O**ne **L**istens **F**or

Listen, Listen, Listen

For the Question you client needs you to ask



Contextual Shift #2 Have Respectful Assumptions

The person I am coaching...

is unique

is intelligent

knows how to complete things

knows how to focus

is capable

is an adult

knows how to solve problems

knows how to learn

is imaginative

is creative

knows how to accomplish

knows how to be clear

is courageous

is whole

knows how to be personally accountable

is resilient

is strong

knows how to be responsible for their own life

is competent in the world

knows how to provide for themselves

has their own sense of order

has their own values and principles

has their own inner compass

has or can get what they need

has their own organizing principles

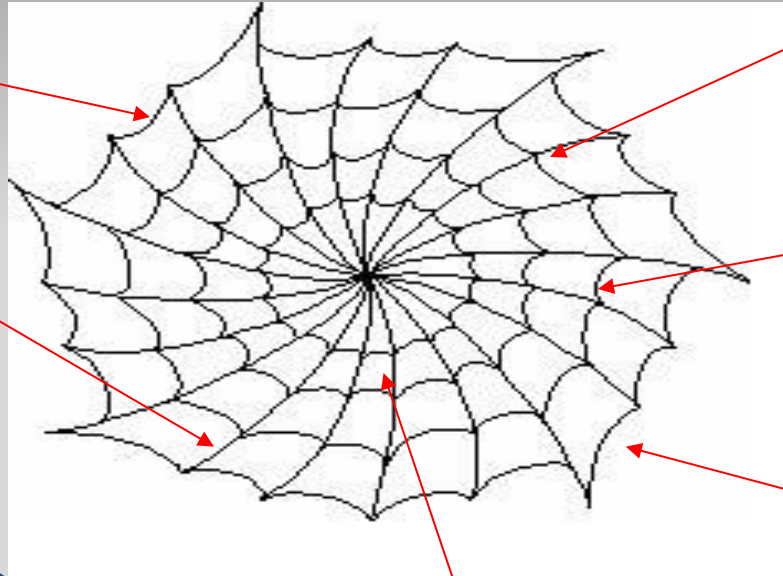
has a unique dream/vision or goal

Contextual Shift #3 Coaching the “Who” vs. the “What”

The client can present a lot.

Situation #2

Challenge
or Obstacle



Co-Worker Conflict

New Project

Situation #1

Crises

The Ripple Effect of Coaching the 'Who'



Question Construction

Questions are either built to be useful or
unuseful.

Useful questions have an intention
that serves the client.

Unuseful questions do not.



Question Construction

Two aspects of useful questions:

Purpose

Structure



Question Construction

Six kinds of unuseful questions

Interrogate

Accuse

Confront

Lead the Witness

Impugn

Pigeonhole



Question Construction

Useful Questions:

Open Ended

Closed Ended

“Tell me more” is not a question
it’s a statement.



Time to play



Taking it Forward

Revisit the questions I first asked you in the email and see what, if anything has shifted.

What will you subtract that will have your questions in interactions be naturally transformational?

Practice studying others' questions for what they do on the intellectual or emotional level.

