

Five Key Questions

Solution Focused Brief Coaching
Listening with Positive Emotions in Mind

Haesun Moon

haesun.moon@utoronto.ca

Canadian Centre for Brief Coaching
University of Toronto



Assumptions

- What are your assumptions about:
 - Client and Coach
 - Progress and Problem
 - Change and Growth
 - Future and Goals
 - Emotion and Behaviour
 - “Helpful” and “useful”

Listen, Select, Build

- Coach: How can this conversation be useful to you?
- Client: Well... I am... dealing with... um... addiction issues right now...
- Coach: _____.
- Client: _____.

Listen, Select, Build

- Coach: On a scale of 10 to 1, where 10 stands for the desired outcome you just described, and 1 is the opposite, where are you right now?
- Client: Quite frankly... I am at a 2.
- Coach: _____?
- Client: _____...

Listen, Select, Build

- Coach: You must have a good reason to bring me in to work with your team. Suppose this turns out to be useful for you, what would you notice that's different?
- Client: I don't know. Right now we clearly have some conflict no one is willing to address or even admit. It is really demotivating to come to work every morning.
- Coach: _____.
- Client: _____.

Change & Language

- “Working with language and the reconstruction of meanings is the main way of generating change in clients.”

- Franklin, 1998

Exercise:

Ten Minutes of Co-Constructing

(Source: Guy Shennan, Guy Shennan Associates)

- What is one area in your life you would like to change even a little bit?
- “Suppose _____, what will be different?”
- “_____” - incorporate the client’s words

Language Shift

Being Problem-Focused

- What I **don't** want
- When things go **wrong**
- Forces **beyond** my control
- I'm **stuck**
- More **troubles** to come

Being Solution-Focused

- What I **do** want
- When things go **right**
- Forces **within** my control
- I'm **progressing**
- Positive **possibilities** and differences

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... else?

Instead?

Difference?

Already?

Suppose...



- Who are you looking at?
- What are you most looking forward to in your coaching session with him / her?
- What are you inspired by: client's inner strengths, values, and actions?
- Who / what seem important to the client?
- _____?

Simply, thank you.

- Website: www.briefcoaching.ca
- Email: haesun.moon@utoronto.ca
- Facebook / LinkedIn:
Canadian Centre for Brief Coaching