Five Key Questions

Solution Focused Brief Coaching
Listening with Positive Emotions in Mind

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IT'S AMAZING WHAT ONE CAN ACCOMPLISH WHEN ONE DOESN'T KNOW WHAT ONE CAN'T DO

ODIE! DOGS CAN'T CLIMB TREES!
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: ________________________.
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: ____________________...
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

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<thead>
<tr>
<th>Being Problem-Focused</th>
<th>Being Solution-Focused</th>
</tr>
</thead>
<tbody>
<tr>
<td>What I <em>don’t</em> want</td>
<td>What I <em>do</em> want</td>
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<tr>
<td>When things go <em>wrong</em></td>
<td>When things go <em>right</em></td>
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<td>Forces <em>beyond</em> my control</td>
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<td>Positive <em>possibilities</em> and differences</td>
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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

... 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.

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