



Day 5

5



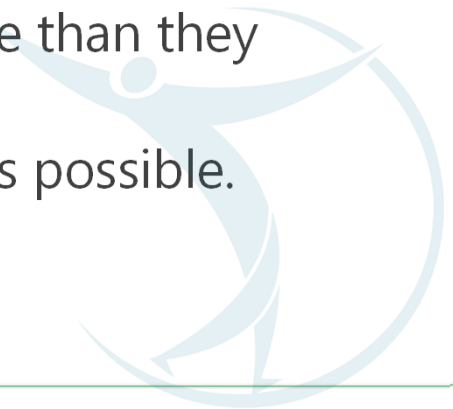
THE 5 CORE COACHING SKILLS





Requesting

- Used when the coachee is ready to be stretched into thinking bigger, acting bolder or liberating themselves from something.
- Is an advance skill.
- Is not used in every coaching exchange.
- Is a strong message that the coach sees more in the coachee than they might see in themselves.
- Shows the coach believes the coachee to be capable of more than they may feel capable of themselves.
- Challenges a coachee's perception of themselves and what is possible.





7. Evokes Awareness

Definition: Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor or analogy **and/or the skill of REQUESTING.**

Evokes Awareness

Questioning

- Questions that reflect active listening.
- Questions that evoke discovery, insight, commitment or action.
- Open-ended questions that create greater clarity, possibility or new learning.
- Clear, direct, succinct questions.
- Questions help client discover and clarify greater possibilities.
- Questions are non-leading and non-judgmental.
- Questions that foster deeper awareness.
- Questions that do not imply the coach's solution.

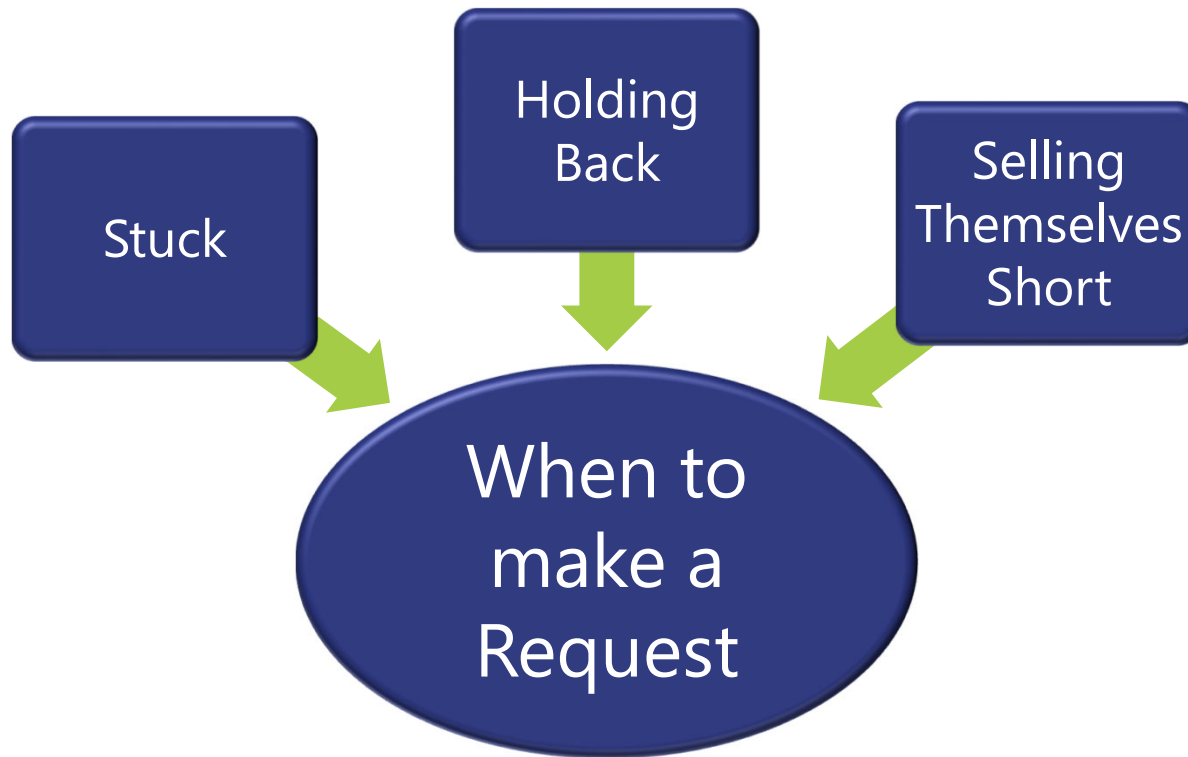
Direct Communication

- Reframes and articulates to help the client understand from another perspective.
- Uses respectful, neutral, appropriate language.
- Uses metaphor and analogy to help to illustrate a point or paint a verbal picture.
- Is clear, articulate and direct in questions, observations and feedback.
- Clearly states coaching objectives, meeting agenda, and purpose of techniques or exercises.
- Detached from expected outcomes or actions.



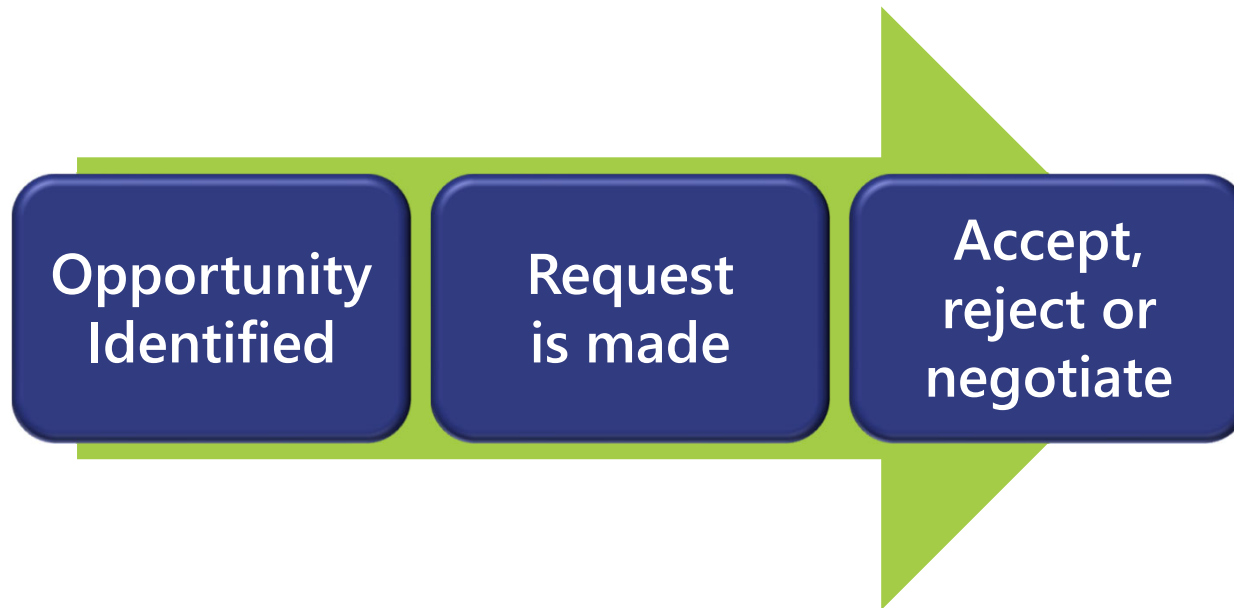


Use Requesting When the Coachee is ...





Constructing a Request





When a request is accepted....

Anchor the commitment!



- Ask for the specific actions they will take.
- Ask for a deadline or timeline for action.





Live Requesting

Clips from actual coaching exchanges

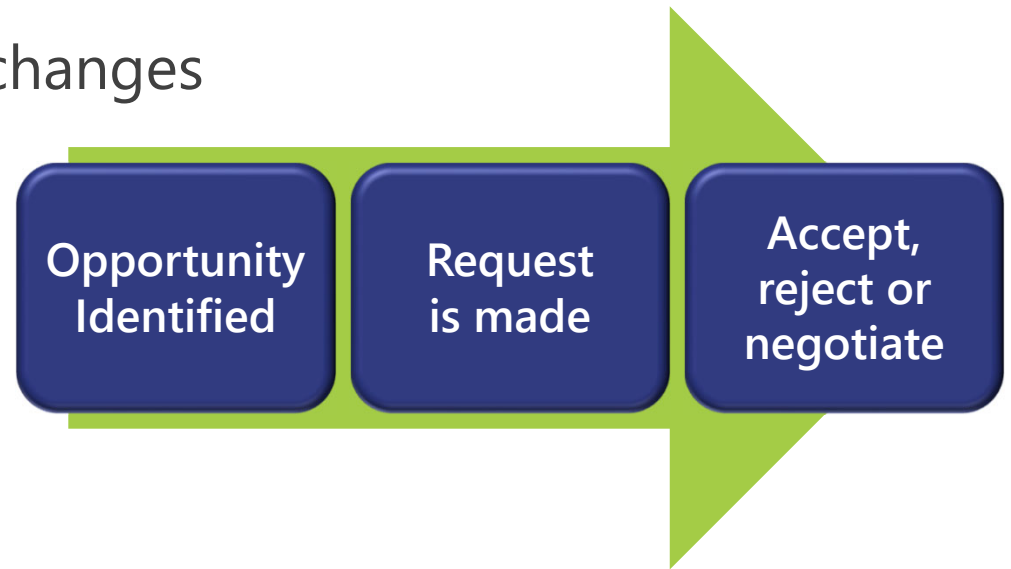
Coach: Lerae



Coach: Rosa



Coach: Merv



- Ask for the specific actions they will take.
- Ask for a deadline or timeline for action.





What a Request is NOT

- NOT about the coach telling the coachee what to do.
- NOT about the coachee even taking action on it.
- NOT about implying the coachee's point of view wrong.
- NOT about setting a unrealistic goal.

It is a way to inject a different perspective, causing a pause in the current thinking pattern with the intention to move the coaching forward.





Requesting Exercise

Break out rooms in pairs

- Coachee gets coached on something they want MORE OF or something they want LESS OF
- Coach for 3 minutes using **Listening, Encouraging** and **Questioning**.
- Towards the end of 5 minutes make an OUTRAGEOUS Request
- Anchor what is agreed upon

Switch coach and coachee for same





Core Skill 4 Requesting -- Key Learning Points

- Requesting asks the coachee to think bigger, act bolder or liberate themselves from something.
- Use a request when the coachee is stuck, holding back or selling themselves short.
- Requests send a powerful message that the coach sees something bigger for them.
- Make the request and allow the coachee to accept, reject or negotiate the request.
- Anchor the commitment to the request by asking for a deadline or timeline and specific action(s).

