

Manual 12

Powerful Questions

1. Coachee or me?
2. Forward or backward?
3. Building or correcting?

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Manual 13

My Idea → Open Questions

(Closed Questions) (Broad Questions)

Are you planning to **borrow** money to do that?
What are your plans to **finance** that?

Closed/Specific:

- Idea
- Suggestion
- Answer in a question

Open/Broad/General:

- Category
- Topic
- True question

Unfinished questions become tonight's homework ☺

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Manual 14

Raise awareness by asking questions from different angles.

ANGLE QUESTIONS: Raise awareness by exploring different angles

- **Background:** What are the underlying issues?
- **Calling:** What parts of this connect to your calling?
- **Culture:** How might culture be impacting this situation?
- **Emotion:** What emotions are you experiencing?
- **Energy:** Which parts of this give you energy?
- **Family:** How is this affecting your family?
- **Financial:** What if money weren't an issue?
- **Information:** What additional information do you need?
- **Intuition:** What is your gut telling you?
- **Loss:** What do you not want to lose?

- **Motivation:** What would achieving this do for you?
- **Organization:** How might organizational culture be an influence?
- **Personality:** How might personality be involved?
- **Relational:** What are the relational dynamics?
- **Spiritual:** From a spiritual perspective what do you see?
- **Spouse:** What is your spouse's opinion?
- **Success:** What would "success" look like?
- **Time:** What difference would more or less time make?
- **Values:** Which of your values are you trying to honor here?

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Q360

Why Summarize?
So they feel heard &
Helps the transition to angle questions flow more naturally

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Manual 14

Q360

PRACTICE...
...raising awareness by asking questions from different angles

1. Coachee explains situation (coaching topic)
2. Coach #1
 - a. Summarizes
 - b. Reads question from a new angle (Coachee answers)
3. Coach #2
 - a. Summarizes
 - b. Reads Question from new angle (Coachee answers)
4. Coach #3...

Why Summarize?
So they feel heard &
Helps the transition to angle questions flow more naturally

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~Debrief~

What was your experience with this exercise?

How did using angles help?

What are other angles to coach from?

How might you use angle questions in your ministry/role?

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Coaching Action Steps

Manual 17

- Single, identifiable actions.
- Will move the client toward their goal.
- Doable before the next coaching conversation.
- Can be thoughts, decisions, or actions.

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Coaching Action Steps

Manual 17

1. Ask for Action Steps

What actions could you take to move forward?
What else could you do?

Prompt from different angles

Who could help you?

What could you do differently in your preparation?

Earlier you mentioned X, is that something you'd like to do?

2. SMARTen Them Up

Coach the action steps to become SMART.
Keep in mind, the Time Frame will often be the next coaching convo

3. Confirm

Confirm the action steps.

Just to make sure we're on the same page, what are your action steps?

How do you feel about these action steps? [Coach around any hesitations.]

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Get S.M.A.R.T.

Manual 17

- Specific clear, unambiguous way as a finished result.
 - Concretely, what does that look like?
 - Describe the outcome of this action step as if it's already happened.
- Measurable or observable.
 - How will you know when you've accomplished this action step?
 - How can you measure or observe that?
- Attainable, yet a stretch...realistic, yet challenging.
 - How challenging will this action step be for you?
 - What action step would move you not just a couple of steps ahead, but put you on a different level altogether?
- Relevant Meaningful action steps increase the coachee's inner motivation.
 - How important or meaningful is this action step to you?
 - How does this action step relate to your goal?
- Time limited Increases the likelihood that the coachee will accomplish it.
 - What's your deadline for accomplishing this?
 - Why then, and not X weeks earlier?

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How to Generate Feedback

Manual 18

1. Affirm Strengths

- What did you do **Well**?

2. Ask about improvements

- What could you **Improve**?

WIN

3. Generate future alternatives

- How would you like to do that differently **Next time**?

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Manual 19

Following Up Action Steps

Purpose is to **CELEBRATE!**

What:
progress of action steps specified

So What:
implications of action steps processed

Now What:
extension of learning considered

CELEBRATE!

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Coaching in 2's or 3's: Coach, Coachee, Observer

60
minutes
total

Use 20 minutes per round like this: (refer p.15 for time structure)

- **Coach** for **15** minutes (in charge of time)
 - on a real goal or problem. (refer to p. 7)
- **Coachee** says “thank you” to the coach.
- **Observer (or coachee)** takes **5** minutes to **coach the coach**. (use p. 20) **Remember: YOU are generating feedback FROM the coach by asking W.I.N. questions, NOT giving your own feedback**

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Timed COACH Practice

Manual 15

- **C**onnect 1 min. 1 minute to Connect.
- **O**utcome 3 mins. Move to Outcome for 3 minutes.
- **A**wareness 7 mins. Move to Awareness for 7 minutes.
- **C**ourse 3 mins. Move to Course for 3 minutes.
- **H**ighlights 1 min. Move to Highlights for 1 minute - use all the remaining time.

Break-Out Rooms

- **In 3's:**
 - Coach, (refer to pp. 8-12; 14)
 - Coachee,
 - Observer (Timer and Generates feedback from the Coach)
- **Round 1 (20 min) 15 min coach; 5 min Observer coaches coach using "W.I.N." pg 20**
 - Debrief all together
- **Round 2 (20 min) 15 min coach; 5 min Observer coaches coach using "W.I.N." pg 20**
 - Debrief all together
- **Round 3 (20 min) 15 min coach; 5 min Observer coaches coach using "W.I.N." pg 20**
 - Debrief all together

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~Debrief 1~

Coachees: What is ONE thing your Coach did WELL?

Coaches: What is ONE bit of advice you would give to all the “New Coaches” who are up next?

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~Debrief 2~

Coachees: How many of you made real progress on your topic, even in 15 minutes?

Coaches: What did you learn from doing this practice?

Observers: What most struck you as you observed?

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~Debrief ~


What do you understand better now about coaching as a result of these practice rounds?

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Day 3 Wrap Up (p. 21)

- Write Daily Highlights
 - What useful insights/learning did you have today?
 - How will you implement your learning into your present ministry/role?



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Further grow, develop & align to your God-given design...

So WHO you ARE matches WHAT you DO



<https://www.masterpiece-living.com/ian2024coachmodeltraining>

Each workshop participant is invited to ONE free, 60-min coaching call (To coach Tami & receive feedback **OR** be coached by Tami)
 Schedule your future session by **02/02/2024**


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<https://tamila-school-117c-thinkific.com/courses/Module1/online-coaching-development>


Coaching Tools/Skills:

- Exploring Skills
- Limiting Beliefs
- Overwhelm→Clarity
- Sharpening Curiosity
- Narrative Coaching

Online ~ On-Demand



Helping the client activate their creativity & intuition, making room for the Holy Spirit to work



Helping our clients move forward & out of the place of "overwhelm"

Uncover Limiting Beliefs!

Coach Clients to Release, Release, & Release limiting beliefs...

...so they can live aligned to their God-given Design!

Narrative Coaching
Guiding a client on a journey of change...

How to coach clients to rewind their story to get better outcomes

At Your Pace!

Train, Test, Implement

CURIOSITY IN COACHING

How to help clients use curiosity (to wonder, dream, "try-out" in tandem with Truth-seeking)

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Help Tami continue to grow!

Please fill out and submit the COACH Model Workshop Facilitator Evaluation

Thank you!

<https://forms.office.com/r/8v3G1dH63P>



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COACH Model Training Closure

❖ **Share ONE meaningful thing** you experienced or learned/gained from this workshop...

Thank you for attending this training!

For greater Kingdom impact!
Tami

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