Tools of Systemic Coaching

Open Questions

In order to receive proper input from the coachee, the coach should use open questions (what, where, when, who, etc.). This allows the coachee to give more detailed answers.

Alternative questions (X or Y) or closed questions (answer can only be yes/no) should be avoided.

- *Where are you right now?*
- *What is your goal? How can you describe it?*
- *What should be different?*
- *How did you get there?*
- *What is a first small step to achieve X?*

Goal description

Goal description (in detail) is the baseline for (self)motivation.

Imagine, the goal is reached …

What is different?

What do you do now?

How do you feel?

What are you thinking?

How will others react?

→ Needs are clearer

→ Benefit of the goal is clear (→ motivation!)

→ Visualisation of goal works like a self-fulfilling prophecy

→ Feeling of longing to get there

→ First ideas for solutions may appear

Goal needs to be fixated on a paper (in the words of the coachee!)

Scaling

Scaling is useful for reflection of what has been achieved, of where we are now, to identify next small steps.

On a scale from   0   10 ...

- *Where are you right now?*
- *How can you describe it?*
- *What should be different?*
- *How did you get there/ to (2)? (coping)*
- *What could be a first small step to achieve (3)?*
- *If X had been successful, where would you be?*
- *What is the difference between (2) and (7)?*

→ Probability of doing something, evaluation of sessions, steps to do

Goal orientation

0   10 (scale)

- *Where are you right now?*
- *What is your goal? How can you describe it?*
- *What should be different?*
- *How did you get there/ to (2)? (coping)*
- *What could be a first small step to achieve (3) / the goal?*
- *If X had been successful, where would you be?*

If working <u>with teams:</u> **Need of a common goal for cohesion.**

Coping

Before applying this tool, the past situation has to be described. For this, please use "Goal description" (see above).

The tool of Coping helps to identify solutions you had already in the past for (smiliar) situations that can be reactivated.

Reactivate solutions from the past

- *How did you get there?*

- *How else?*

- *Which of your qualities / capacities / competences were involved in this success?*

References

This page is based on Information material of Institut für Bildungscoaching & Nicolai Albrecht.