Why Won't They Change?

5 Big Ideas for Strengths-Based Coaching:

- Develop p_____ relationships with coachees
- Exchange "rightness" for c_____ about coachees
- Develop p_____ that share power, authority & decision-making
- Engage in c_____-driven interactions, building on the coachee's s_____
- Provide a ration of ____% positive to ____% "needs work" feedback

Why Won't They Change? [1]

The following list is the results of a research study on why people won't change. The list is represents the top 12 reasons in random order. Read the list and mark what you think are the top 4 reasons why people won't change.

_____ Are incapable of doing the task

_____ Are not motivated

_____ Are poorly managed

_____ Do not have enough time to do the task

_____ Don't know how to do the task

_____ Don't know what they are supposed to do

_____ Don't know *why* they should do it

_____ Don't think the new way will work

_____ Face obstacles beyond their control

_____ Have the wrong priorities

_____ Think their way is better

[1] Fournies, F. F. (2000). *Coaching for Improved Work Performance, Revised Edition*. New York: McGraw-Hill.

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_____ Think they're doing it right – have no feedback

What is a real life problem, issue or concern?

Problem-Solving Coaching

1. Coachee presents the problem, issue or concern…
2. Coach resists (mightly) the urge to tell the answer…
3. Coach responds with the Learning Questions
4. Coachee leaves with an action plan and a sense of empowerment

Learning Questions[2]

1.
2.
3.
4.
5.
6.
7.

[2] Crane, T. G. (2007). *The Heart of Coaching: Third Edition*. San Diego, CA: FTA Press.

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8.

Core Beliefs of Effective Coaches[3]

1. People are doing the b_____ they can based on their present moment awareness
2. Mistakes are l_____ opportunities
3. People support what they c_____
4. Developing relationships is e_____

Relationship: Partnership of Equals[4]

[3] Crane, T. G. (2002). *The Heart of Coaching*. San Diego, CA: FTA Press.

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Shared Po_____

Shared A_____

Shared D_____-making

Adult Learner's Need…[5]

- To be s_____ -d_____ in learning
- To know the e_____
- To receive relevant & p_____information
- To have their experiences v_____
- To receive honest and helpful f_____

Communication[6]

Share information using the active listening components:

- Awareness of _____ _____
- L_____
- Asking _____
- Reflecting and P_____
- Sharing p_____
- S_____
- Seeking c_____

[4] Kagan, S.L. (1991). "United We Stand: Collaboration For Child Care And Early Education Services." New York: Teachers College Press.

[5] Bridges to Success, Mentor Information and Materials. www.tr.wou.edu/bridges/adult. Retrieved 10-19-06. Kerka, S. (2002). Teaching Adults: Is it different? www.eric.ed.gov. Retrieved 5-2-2007.

[6] Cordingley, P. (Autumn 2006). Talking to learn: the role of dialogue in professional development. *Education Review.* 19 (2). Retrieved 5-16-07.

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Strengths-Based Coaching™

Inspiring Motivation and Commitment

Approach to Coaching

- Is s_____
- Is collaborative
- Is p_____-oriented
- Is based on objective f_____
- Is p_____ focused
- Inspires commitment and motivation

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Strengths-Based Coaching™

Inspiring Motivation and Commitment

The Role of the Coach:

- Discover and work through the coachee's s_____
- E_____ self-reflection
- R_____practice to results
- Provide f_____ and a variety of supports

For more information about this information or the 2-day training, *Strengths-Based Coaching: A Journey Into Coaching™, contact us at:*

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I lead best when I help others to go where we've decided to go.

I lead best when I help others to use themselves creatively.

I lead best when I forget about myself as a leader
and focus on my coachees… their needs and their goals.

To lead is to serve… to give… to achieve together.

-Anonymous

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