

Theme

Focus on Questions

Overview

A chance to work as a whole group as we explore the questions we ask, why we ask them and how they land.

Theme Input

- Dictionary definitions of 'Question'
 - A word or sentence expressed so as to elicit information
 - Anything we write or say that required a response
- Recognised as a key coaching skill
- The importance people put on the skill of asking questions varies from encouragement to ask less questions to a desire to craft 'powerful' or 'killer' questions
- We ask questions in coaching for many different reasons:
 - To gain information
 - To clarify
 - To explore
 - To delve deeper
 - To challenge
 - To gauge motivation
 - To gain commitment
- The AC competency framework suggests we use questions to:
 - Uncover assumptions
 - Elicit insights
 - Raise awareness
 - Gain learning
- Different coaching approaches have developed their own styles of questioning:
 - Solution focussed
 - Clean
 - Motivational
 - Context-free
 - Provocative
- Questions are important but sometimes we may feel pressured to ask them:
 - To suppress our own anxiety
 - To fill silence that we or our clients feel uncomfortable with
 - To do what we think is expected of us
- It can be helpful to consider the following when asking questions:
 - What is your intention?
 - To enable the client? Or...
 - To show off?
 - To lead towards your solution?
 - To follow your own curiosity (or nosiness)

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- The timing of questions and meeting the coachee where they are is key, so listening to inform our questions is vital
- Numerous question lists are available on the internet or in books but being fully present and asking what seems right at the time has its own power.

Activities

- Introductions
- Landing exercise - Clean Set-up
- Input on questions
- Whole group exercises
 - Speed coaching
 - Reflective questioning
 - Tag coaching
- Reflection on learning

Reflections on Learning

Active reflection using the four corners of the room and these questions:

- What have you learnt tonight?
- What was the most valuable thing for you tonight?
- List 3 emotions you experienced tonight. When did you feel them and what were they telling you?
- What impact will tonight have on your coaching over the coming weeks?

Shared responses:

- How a question lands with the coachee effects the response
- Questions matter but not always – I'll worry less about my questions now
- A question is only good if it is meaningful for the coachee
- How might we gain insight into how a question has landed with our coachees:
 - Notice their response and how they give it
 - Observe their body language
 - Ask
- Asking questions primes the brain for thinking
- Giving coachees time to process a question is important

Resources

Articles

<http://coachingforleaders.co.uk/wp-content/uploads/2013/10/Why-we-need-to-stop-asking-so-many-questions-Part-1-AICTP-Summer-2012-L-Aspey.pdf>

<http://coachingforleaders.co.uk/wp-content/uploads/2013/10/Why-we-need-to-stop-asking-questions-part-2-L-Aspey-AICTP-Autumn-2012.pdf>

http://umanitoba.ca/admin/human_resources/change/media/the-art-of-powerful-questions.pdf

https://static1.squarespace.com/static/53d1d5bee4b06f16a4e140c2/t/564174cce4b083e275d7ff3a/1447130316094/100_Killer_Coaching_Qs.pdf

Book

Good Question: The art of asking questions to bring about positive change by Judy Barber

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Upcoming Events

- **27th April**, 1-2pm, AC Webinar, **How to grow a coaching practice with podcasting** with Rob Lawrence, book via <https://www.associationforcoaching.com/events/EventDetails.aspx?id=1095993&group>
- **10th May**, 6-9pm, Bradford Co-coaching Forum
- **6th June**, 6-9pm, Leeds Regional Event, **Motivational Coaching** with Lesley Matile, book via <https://www.associationforcoaching.com/events/EventDetails.aspx?id=1079372&group>
- **14th June**, 6-9pm, Bradford Co-coaching Forum – outdoor coaching
- **16th June**, 10:00-17:00, Beverley, **Asking Questions your Body can Answer** with Nick Pole & Tamsin Hartley, book via tamsinhartley@hotmail.com
- **19th June**, 09:00-16:30, London, AC Masterclass, **Coaching CBT** with Dr Rob Wilson, book via <https://www.associationforcoaching.com/events/EventDetails.aspx?id=1059262&group>
- **July, Sept & Nov**, 09:30-16:30, York, **Creative and Reflexive Writing In Coaching** with Margaret Chapman, book via <https://www.eventbrite.com/e/creative-reflexive-writing-in-coaching-for-wellbeing-tickets-44111363275>

All Bradford co-coaching events can be booked via Eventbrite

Useful AC information

Information on GDPR for coaches is available from the AC here:
<http://www.associationforcoaching.com/?page=GDPR>