

REVISION: What coaching intervention might you use?

Here are some suggestions for a starter to the scenarios above – this is not an exhaustive list just some ideas add your own possible interventions

1. Your coaching client wants to get a sense of what their five year plan might look like in the business or out of it?

Some options: Future Choice Points ,Future Timelines, Future Self vizualisation, Business Planning and Milestones, what's important to them – values hierarchy

2. Your coaching client is really suffering with stress and resilience at the moment and is looking for some support from you their coach.

Some options: Emotional Landscape, E-mometre, 4-part Centering, state management – how to manage long term stress and stress in the moment

3. Your coaching client is not sure what their purpose is and would like to explore this in the coaching relationship.

Some options: Future Self Vizualisation, Mythos cards, Drawing it out – Current and Desired, Values Hierarchy, Logical Levels. Q - What does purpose mean to them?

4. Your coaching client has a difficult meeting coming up with their manager about resourcing and is wondering how they can influence them.

Some options: Perceptual Positions, Role play, Resourceful State, PRIDE, what's the manager's metaprogramme map?

5. Your coaching client has a presentation coming up that they are feeling very unconfident about.

Some options: Resourceful timeline, Resourceful Circle, 4-part Centering, Time to Think, practice, enlisting help from friends

6. Your coaching client has just been promoted to Director and you are supporting them in their first 100 days.

Some options: Well- formed Outcome, Business Planning and Milestone (washing line) Values Hierarchy, PRIDE, Logical levels, future timeline for the 100 days

7. Your coaching client has the belief that “they are not good enough” and would like you to work with them on this.

Some options: Change Belief Timeline, Resourceful Timeline, Personal History and Child-hood story, Time to Think, Dominant / Problem story questions -> re- authoring conversation

8. Your coaching client is not able to engage all of the team and has received feedback about being blunt and insensitive

Some options: “Self as Instrument” and feedback from you, Perceptual positions, Role-play, Lencioni Model – 5 Dysfunctions of a team, VoicePrint – 360

9. Your coaching client isn't impactful in senior leadership meetings, fails to make eye-contact and is hesitant when delivering a point. This impact is what is standing in their way of promotion.

Some options: Resourceful Circle, Trigger-Stimulus-Response, Change Belief Timeline work, Personal History, somatic body work with eye contact, body posture and practice condensing and bullet point delivery

10. Your coaching client is a leader and wants to be more rounded and more confident

Some options: Logical levels, Personal History, Time to Think, Values Hierarchy, Well-formed Outcome with washing line, Resourceful Timeline.

11. Your coaching client wants to increase their confidence to develop more challenge in their style and deal with conflict comfortably

Some options: Working styles and Drivers, Perceptual positions, Drama Triangle, Parent Adult Child, Y junction coaching, voice print, radical candour feedback models

12. Your coaching client is looking to develop their emotional intelligence including the ability to manage self and in relation to reading the room.

Some options: Perceptual positions, Emotional Landscape, E-mometre, Stimulus Gap Response, Persona Cards, what exactly is "emotional intelligence" break it down so can target the areas that need work.

13. Your coaching client wants to be able to deal confidently with the change and transformation that is taking part in their organization.

Some options: Well- formed Outcome, Business Planning and Milestones, Time to Think, PRIDE, emometer and emotions of change.

14. Your coaching client wants to get a sense of "what next" in their career

Some options Values Hierarchy, Future choice points, Future Time-line, career anchors

15. Your coaching client is a board executive who lacks skills and belief to get their ideas and plans approved

Some options: Resourceful Time-line, Change Belief time-line, Personal History, Logical Levels, Voice Print

16. Your coaching client has been with the organization for over 20 years and wants to explore whether to stay or go.

Some options: Parts Work – Visual Squash, Future Self Vizualisation, Future Choice Points, Future Timeline

17. Your client's team doesn't seem to listen to the plans made and do their own thing.

Some options: PRIDE, Persona cards, 5 Dysfunctions of a team, Perceptual positions, Voice Print, feedback models

18. Your client is working on his career development plan with his HR business partner and wants coaching to establish the key aims and also then with implementation.

Some options: Future Choice Points, Future Timeline, Values Hierarchy, Well-formed Outcome, Washing Line

19. Your client has challenging relationships with one of his peers/direct reports/boss and wants to improve these.

Some Options: Perceptual positions, Stimulus-Gap-Response, Drama Triangle, 4 Part-Centering, PRIDE, Time to Think, Meta-programs, Drivers/Working styles