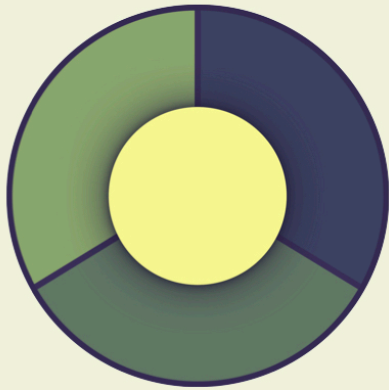
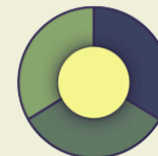


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Decision Making

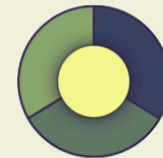
Risks and Rewards of Coaching
around Decision Making



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Risks of Coaching Decision Making

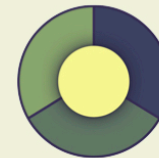
- Stepping into advisor and taking responsibility of the decision



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Risks of Coaching Decision Making

- Stepping into advisor and taking responsibility of the decision
- Using a standard/default mental framework to explore a decision



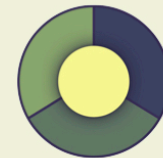
Risks of Coaching Decision Making

- Stepping into advisor and taking responsibility of the decision
- Using a standard/default mental framework to explore a decision
 - *Let's just look at the facts*
 - *I'll ask questions to focus on emotions*
 - *I believe we should start with values*
 - *My intuition helps me with my decisions*
 - *Maybe we should first think about other people involved*



Good Decision Making Coaching

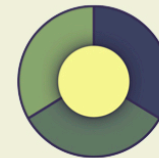
- The voice of the coach should be most quiet in coaching around decision making



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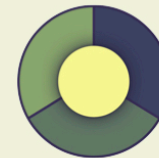
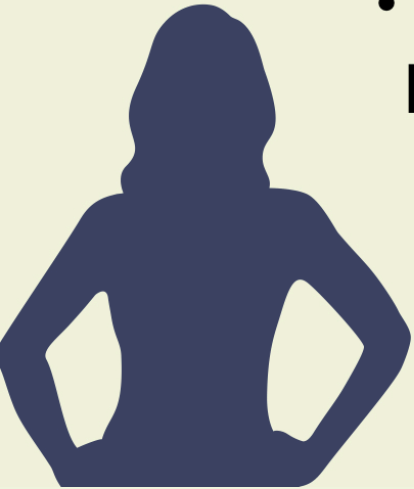
Good Decision Making Coaching

- The voice of the coach should be most quiet in coaching around decision making
- The coach's role is to help explore the decision thoroughly.



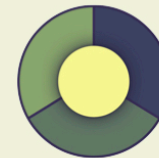
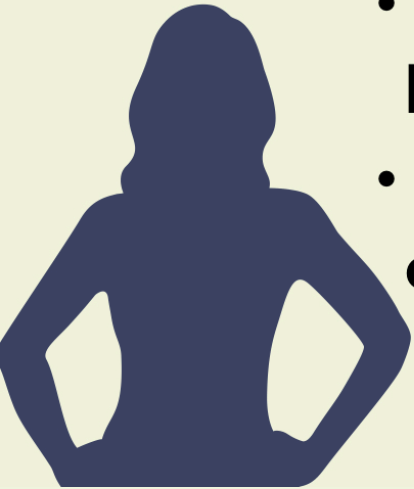
Good Decision Making Coaching

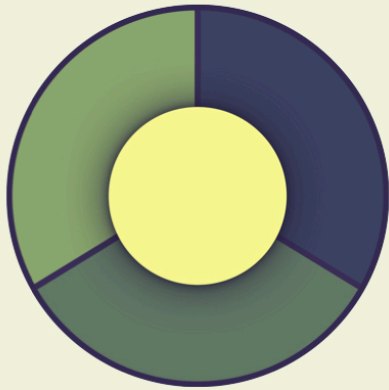
- The voice of the coach should be most quiet in coaching around decision making
- The coach's role is to help explore the decision thoroughly.
- A client should have a sense of why and how to settle on their chosen decision



Good Decision Making Coaching

- The voice of the coach should be most quiet in coaching around decision making
- The coach's role is to help explore the decision thoroughly.
- A client should have a sense of why and how to settle on their chosen decision
- Great decision making coaching leads to clients growing as decision makers.



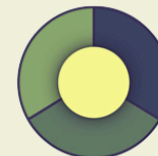


Decision Making

Elements of Decision Making Exploration



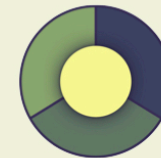
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Elements of Decision Making

- Data
 - What are facts that are most relevant to you?
 - What information do you want to gather to make this decision?
 - What are the raw numbers or data points you want to weigh as part of this decision?



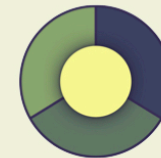
Elements of Decision Making

- Emotions
 - What are the emotions as you consider each option?
 - What are the emotions you experience as you imagine having followed the path of each option in the next 5 years?



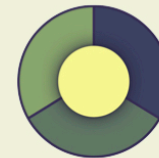
Elements of Decision Making

- Skills
 - What skills would you need to develop in order to be ready to pursue each option?
 - What skills do you have that would help you in each path?



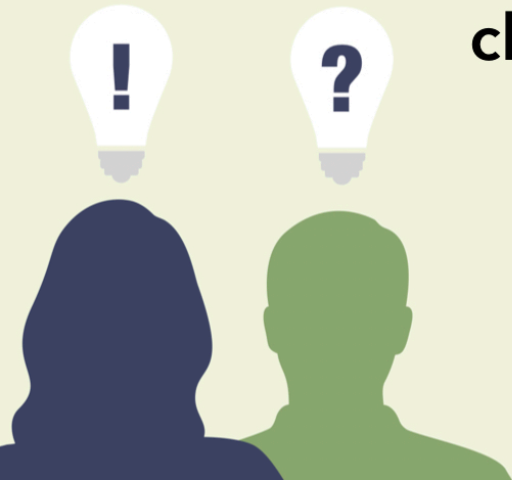
Elements of Decision Making

- Values
 - What values do you have that align with each option?
 - What values do you want to honor in your decision?



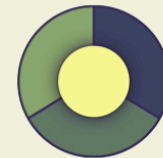
Elements of Decision Making

- Hopes and Fears
 - What might you most fear about the path provided by each option?
 - What do you hope would happen if you chose either of these options?



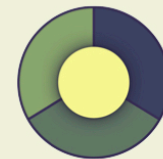
Elements of Decision Making

- Time
 - What from your past could help you make this decision?
 - What impact would making the decision this week...this month...this year?
 - What might happen a year...5 years...10 years if you chose this option?



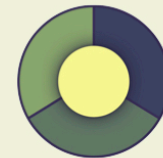
Elements of Decision Making

- **Others' Perspectives**
 - What might your family think of each option?
 - What would your boss say you should do/consider?
 - What would your friend's perspective be?
 - What impact would taking this path have on others in your life?



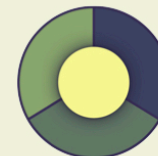
Elements of Decision Making

- **Authenticity**
 - What is most important to you?
 - Which would allow you to be most authentic to who you are?
 - Who do you want to become through this decision?



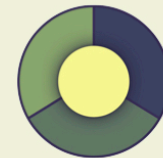
Elements of Decision Making

- Purpose
 - What purpose would you be able to fulfill if you chose this option?
 - What purpose would you be able to fulfill if you said no to this opportunity?
 - What is the legacy you want to leave?
 - Why is this decision so important?



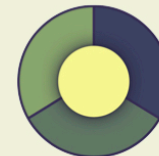
Elements of Decision Making

- Sense
 - What does your intuition tell you is right?
 - What do you sense inside of yourself as you imagine walking down option "A"?



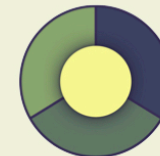
Elements of Decision Making

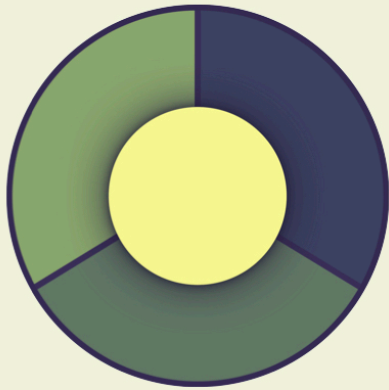
- Risk and Reward
 - What would you gain if you chose either option?
 - What might you lose?
 - What opportunities might you create?
 - What might you miss out on?



Additional Considerations

- Avoid “loading” the questions and exploration based on coach’s values.
- Shine the flashlight of exploration on both/all sides of the decision.
- There are so many options for exploration, but there are even more we could consider as we combine options!





Decision Making

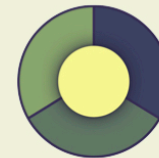
Methods of Coaching around Decision Making

Explore Significance

- Make sure to explore the importance of the decision to surface a possible deeper decision.

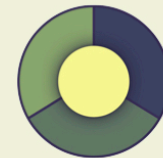


- What difference will this decision make in your life?
- Where in your life will this decision make the biggest impact?
- What is at stake with this decision?



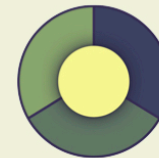
Explore Significance

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 - What difference will this decision make in your life?
 - Where in your life will this decision make the biggest impact?
 - What is at stake with this decision?
- Sometimes the framing of the decision clarifies the choice that the client will make.



Explore Elements of the Decision

- Help the client consider the different elements at play and how to prioritize them
 - *These are the elements that we could explore. Which would you like us to explore as part of the decision making today?*
 - *How would you score the importance of each of these elements?*
 - *How would you rank the importance of each insight you have had about this decision?*



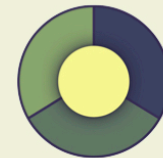
Set Aside the Coach's Ideas

- Coaches should help clarify elements of decision making.
- Coaches may offer feedback on the thoroughness of the decision making process.
- However, the coach's intuition should be quiet during a coaching session around decisions



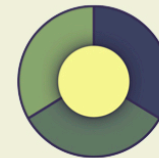
Use a Pre-Built Framework

- This would often be a visual framework that combines a variety of elements of decision making
- Ideally, we could create a space for combining the elements as part of the exploration
- Coaches should offer the framework to the client so that the client can make decisions on where to focus



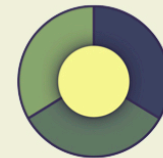
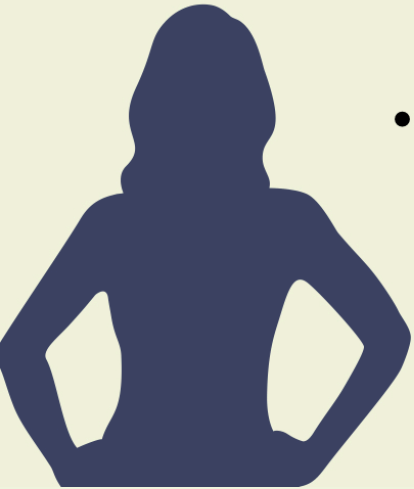
Co-Create a Framework

- This is similar to a pre-built framework, but starts with a blank grid or sheet where the coach and the client determine which elements to include in the framework itself.



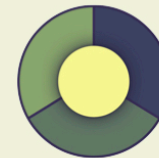
Challenge the Decision

- With permission and partnership, the coach should help challenge the decision as it is made.
- Clarify your role in challenging the decision.
- Help the client consider obstacles and ramifications if they go down the path of their decision.
- Asking open questions is key here to avoid a sense of leading toward or away from the decision.



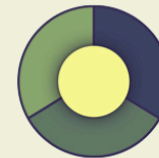
Respectfully Challenge Hesitancy

- Sometimes a client can move towards hesitating on making a decision in order to wait on others' perspective.
- Here a coach can respectfully ask questions to help the client consider how they would make the decision if they needed to make the decision on their own.

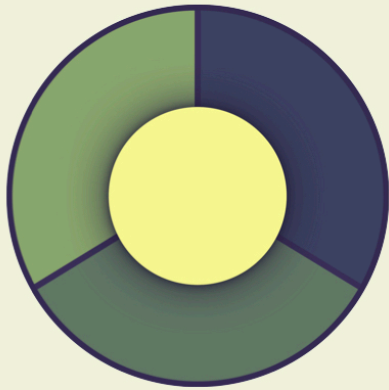


Be Fully Present as Coach

Your confidence in your client, demonstrated by your body language and your words, can make all the difference as the client makes their decision in the space the coaching provides.



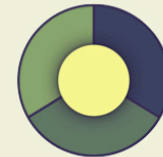
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Decision Making Brainstorming

Facilitating Brainstorming

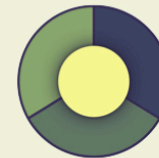
- Using Direct Communication, introduce the idea of brainstorming as a way to creatively come up with multiple ideas.



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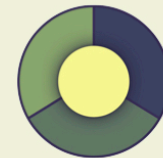
Facilitating Brainstorming

- Using Direct Communication, introduce the idea of brainstorming as a way to creatively come up with multiple ideas.
- Emphasize not judging the ideas until after the exercise. Reiterate this if needed during the exercise.



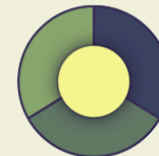
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- Set a target of ideas to come up with, and consider challenging the client to come up with 1-2 more.
- Then allow for a space for reflection (not judgement of the ideas yet).
- Then facilitate the process of narrowing down the ideas to the best idea or ideas.

