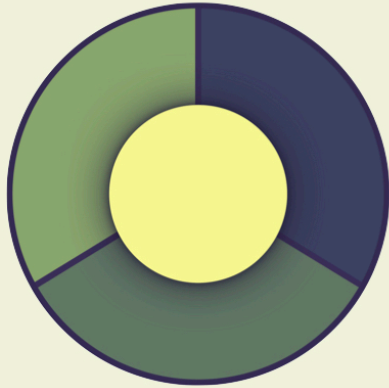
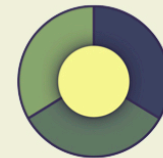


# Corporate Sponsored Coach Training

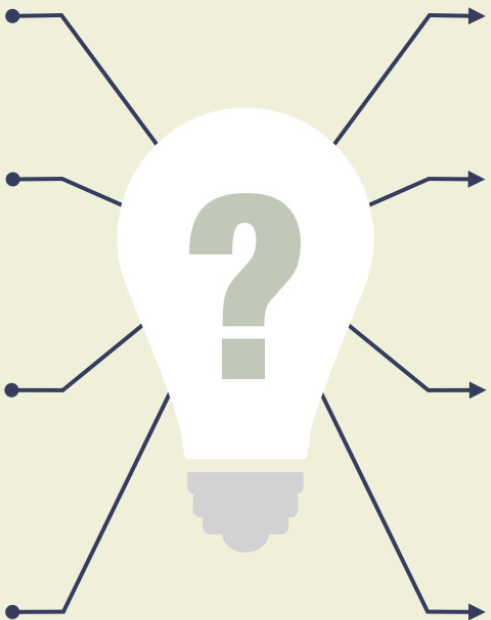


# Powerful Questioning 201

## Powerful Question Distinctions



**Open vs Closed**  
**Exploration vs**  
**Information**  
**Trusting vs**  
**Leading**  
**Empowering vs**  
**Disempowering**

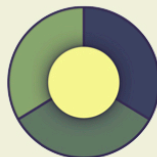


Meeting on Thursday

My peer doesn't pull their weight

Don't know what to do this next year

Need to be a better speaker



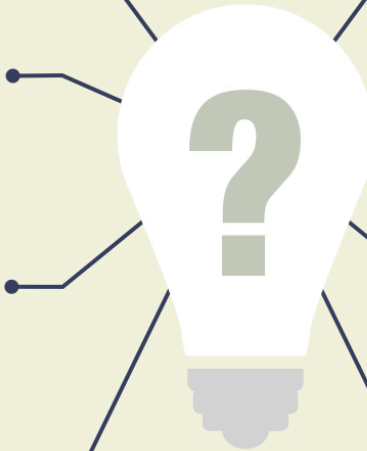
# Open vs Closed

**Meeting on Thursday**

**My peer doesn't pull their weight**

**Don't know what to do this next year**

**Need to be a better speaker**



## Closed

- Is this an important meeting for you?
- Do you think they have anything that prevents them from working with you?
- Is there a certain level of income you want to make?
- Is there anything you have tried to improve your presentation skills?

## Open

- How important is this meeting?
- What might be getting in the way of your peer contributing more?
- How might your income be a part of your goals this next year?
- What have you learned from previous speaking events that you could apply here?



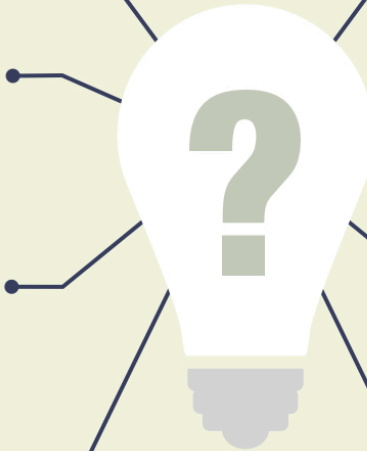
# Exploration vs Information

**Meeting on Thursday**

**My peer doesn't pull  
their weight**

**Don't know what to do  
this next year**

**Need to be a better  
speaker**



## Information

- What time is the Thursday Meeting?
- What department does your peer work in?
- What amount of money do you want to earn this year?
- When is the next opportunity to speak?

## Exploration

- How urgent is this meeting?
- How do individuals in that department work differently than your team?
- How does income play a role in the way we could set goals?
- How soon would you like to challenge yourself to speak again?



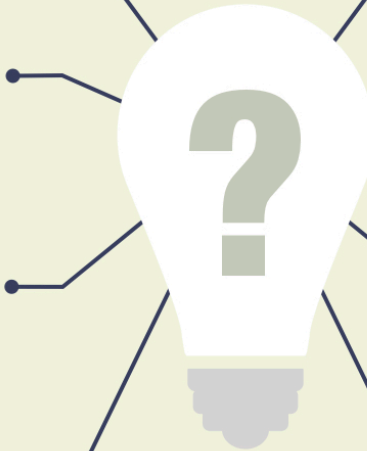
# Trusting vs Leading

**Meeting on Thursday**

**My peer doesn't pull their weight**

**Don't know what to do this next year**

**Need to be a better speaker**

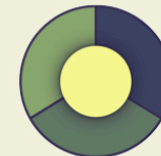


## Leading

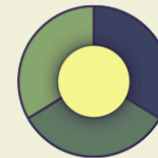
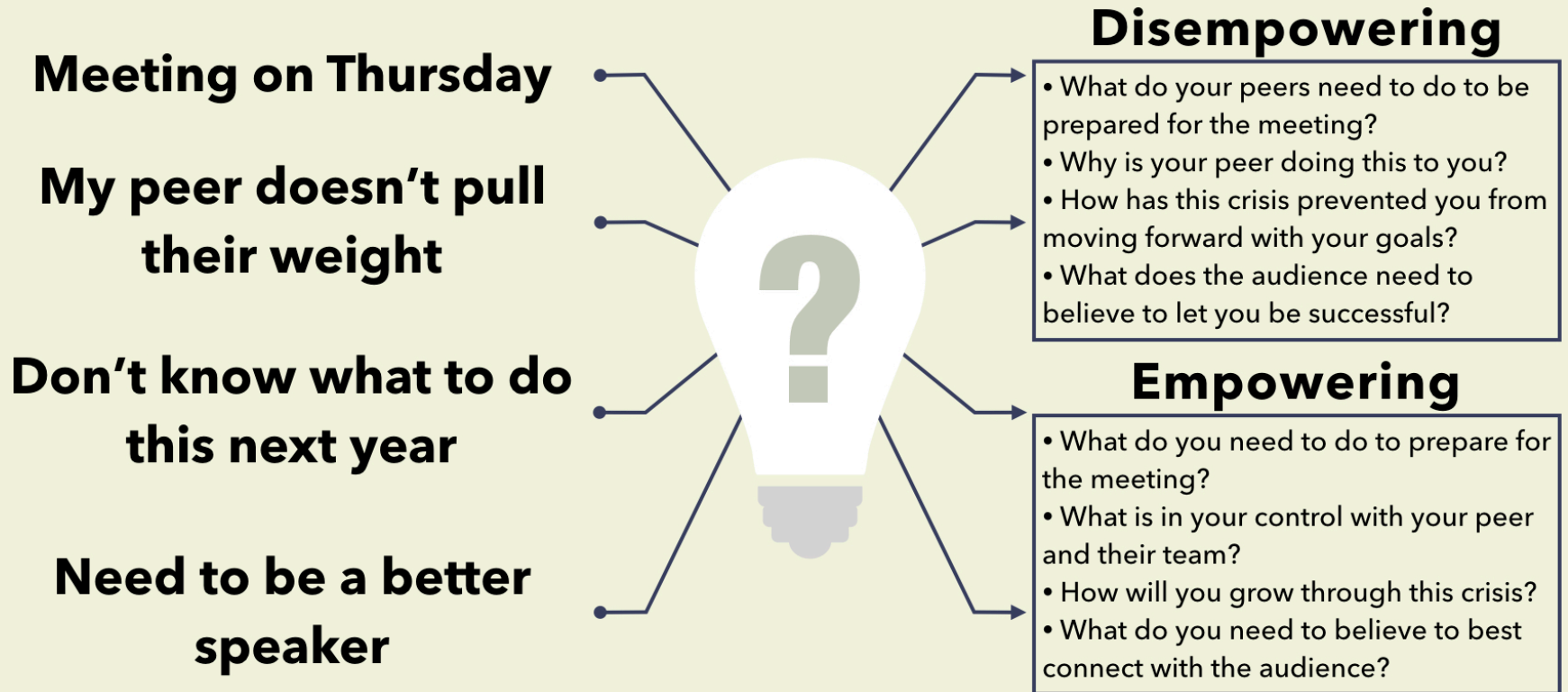
- Have you ever tried meditation before a meeting?
- How much have you looked into Crucial Conversations?
- How have you used goal setting tools in the past?
- Tried Toastmasters before?

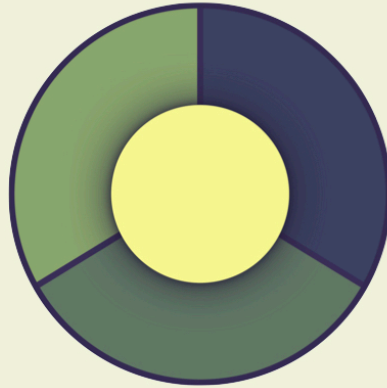
## Trusting

- What are some things you might do before the meeting to help prepare?
- What type of resources would you like us to consider to help working with your peer?
- What makes it challenging to picture what you want a year from now?
- How do you most need support to speak?



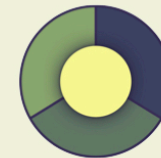
# Empowering vs Disempowering



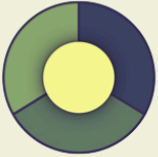
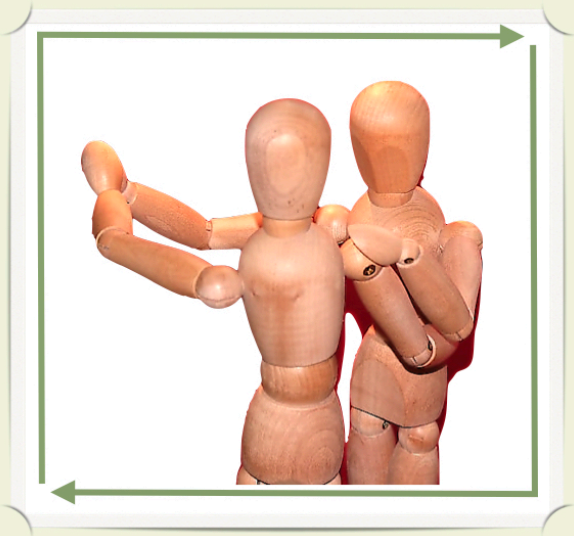


# Powerful Questioning 201

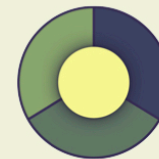
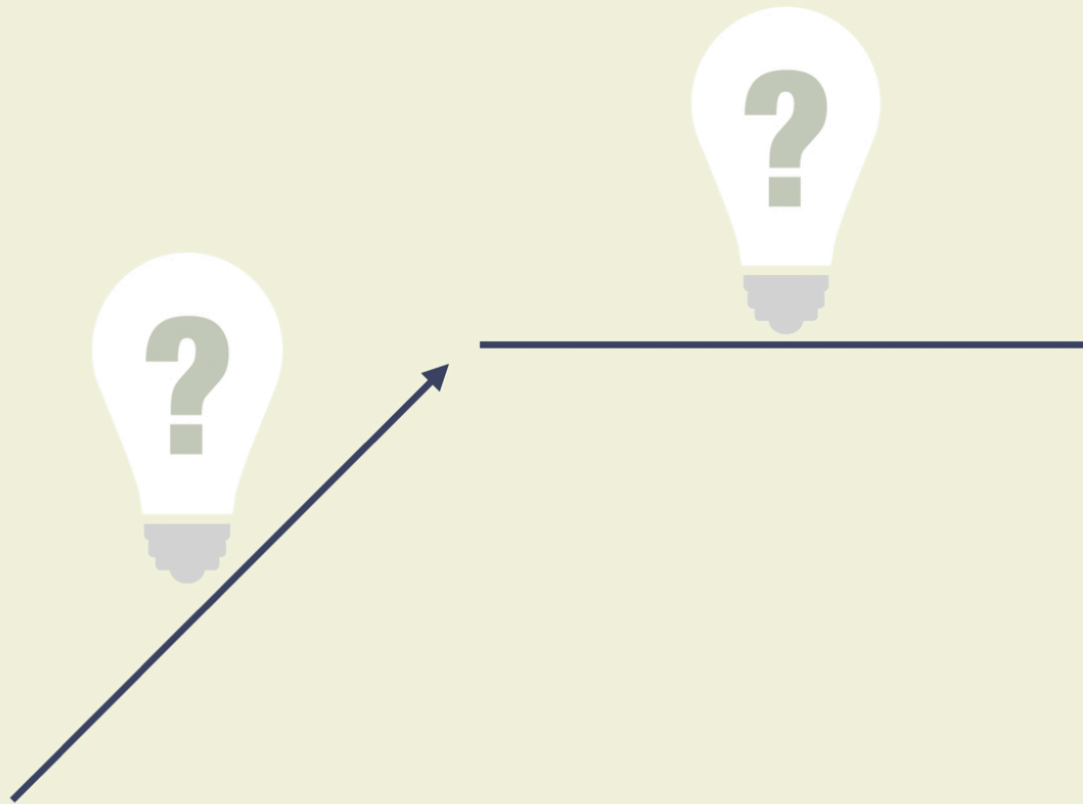
## Staying vs Moving Questions







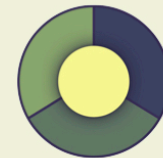
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# Staying Questions: Current Details

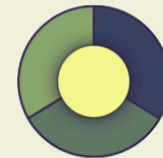
- Questions around defining the current reality:



# Staying Questions: Current Details



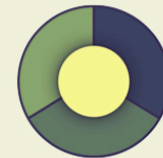
- Questions around defining the current reality:
  - “What does that look like?”



# Staying Questions: Current Details



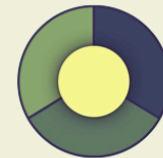
- Questions around defining the current reality:
  - “What does that look like?”
  - “How would you define this word?”



## **Staying Questions: Current Details**



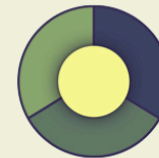
- **Questions around defining the current reality:**
  - **“What does that look like?”**
  - **“How would you define this word?”**
- **These questions tend to stay in the present moment without exploration**



## **Staying Questions: Learning from Exploration**

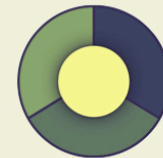
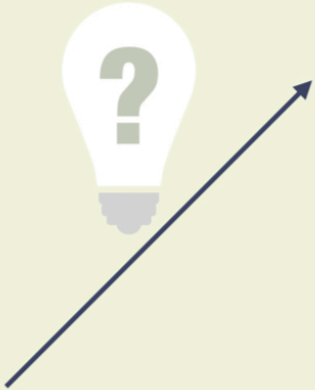


- Questions around a shift the client has experienced from the coaching:
  - “What are you learning right now?”
  - Observation of behavior + “What is occurring to you in this moment?”
- These questions stick a flag in the ground for learning.



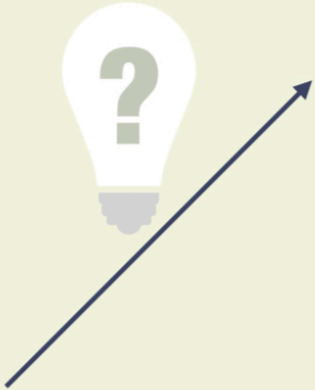
# Moving Questions: Building Tension, Connection and Application

- Questions around the ideal result the client wants:
  - Obstacles, Impact/Legacy, Values, etc.

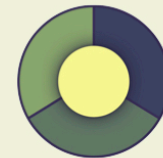




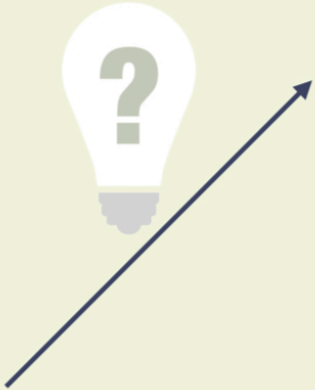
# **Moving Questions: Building Tension, Connection and Application**



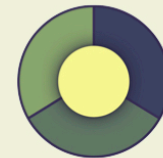
- Questions around the ideal result the client wants:
  - Obstacles, Impact/Legacy, Values, etc.
- Questions that help consider connections
  - How is this related to agenda, goal, etc.

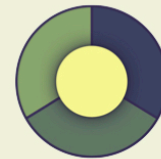
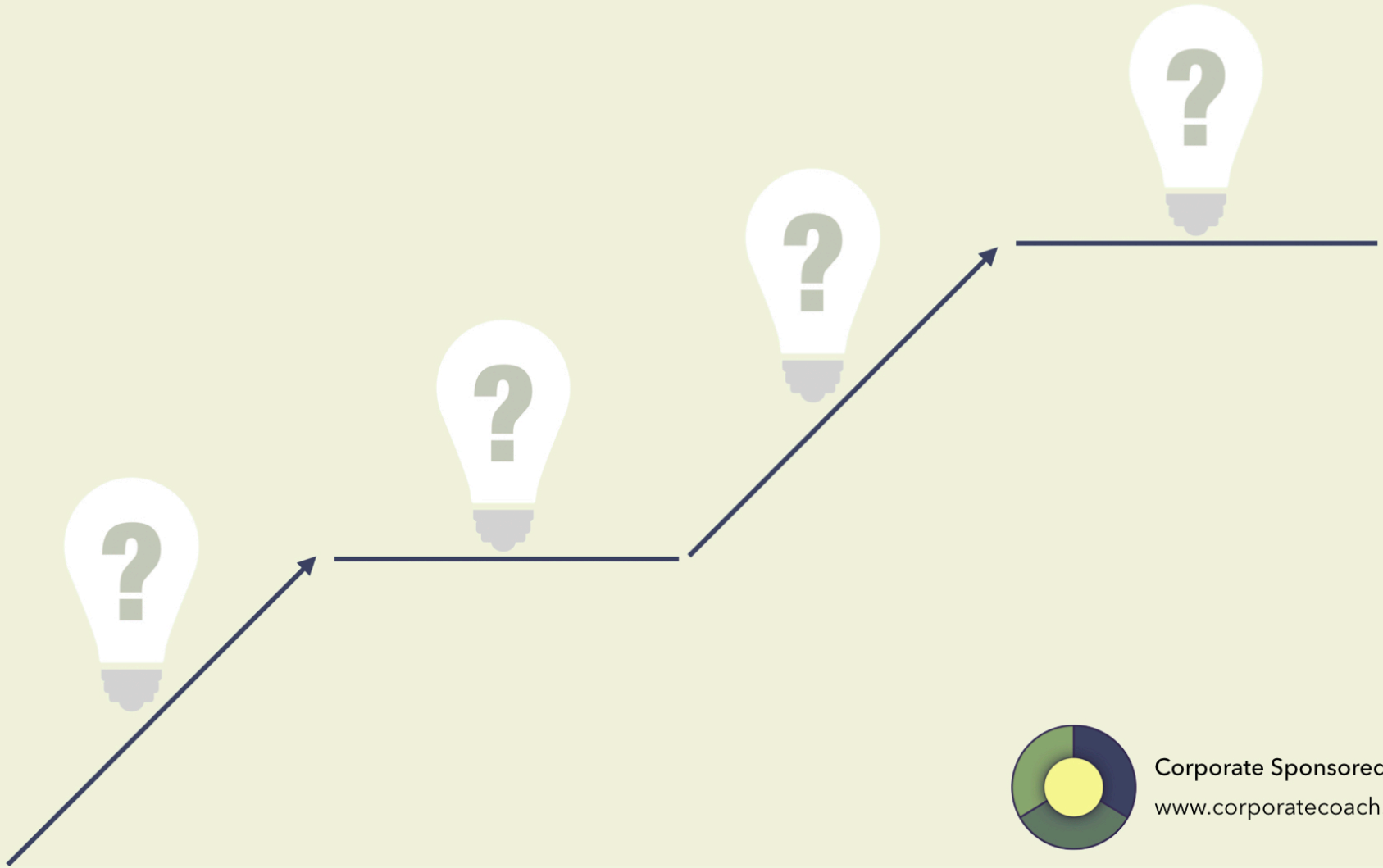


# **Moving Questions: Building Tension, Connection and Application**

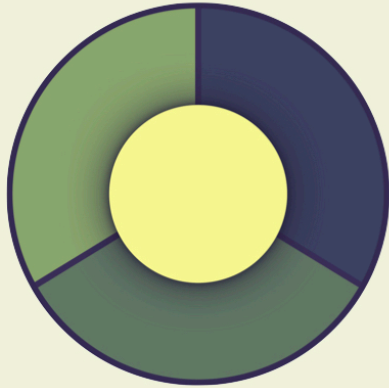


- Questions around the ideal result the client wants:
  - Obstacles, Impact/Legacy, Values, etc.
- Questions that help consider connections
  - How is this related to agenda, goal, etc.
- Questions around action and planning, carrying the learning forward to application.



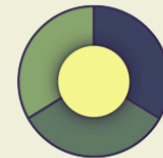


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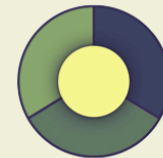
# Powerful Questioning 201

## Practicing Powerful Questioning



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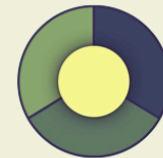
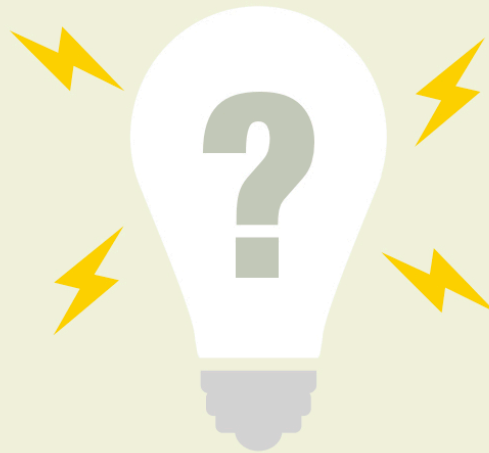
# How do you practice powerful questions?



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# In Session Practice

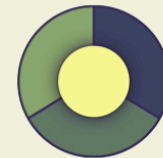
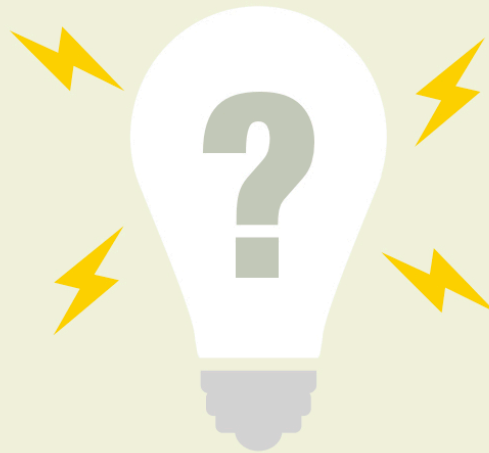
Partner with your peer  
coach to “buzz” you



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# Reciprocal Coaching

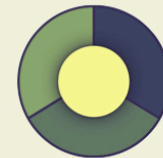
Partner with your  
reciprocal coach to help



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# Coaching a Client

Post a reminder for yourself to work on a specific area of improvement



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