

Coaching Beliefs

1. Stay committed, not attached.

Being 100% committed means staying focused, dedicated, and invested in the effort. Being 100% unattached means avoiding becoming overly dependent, staying flexible and adaptable, and maintaining a certain detachment from the result.

2. We are responsible to people, not necessarily for them.

We are all responsible to each other, but we can't want someone's success more than they do.

3. Tell people, they comply. Involve people, they commit.

We are much more likely to encourage buy-in and accountability, when a solution is that person's idea. The brain pushes back when told what to do.

4. The presenting problem is usually not the real problem.

People typically voice the surface problem or the immediate problem. If we can stay curious and ask generative questions, we typically find the unseen or 'real' problem.

5. People's reality makes sense to them.

People's choices make sense to them. The only thing that has to make sense to you is that it makes sense to them.

6. There is a reward for every thought, behavior, choice, and action we take.

There is always a reward for everything we do. That reward may be healthy or unhealthy, constructive or destructive.

7. Better solutions result when we come to conversations in a state of curiosity.

Staying curious as coaches helps us avoid coming with a pre-planned solution and bias. It also helps us address the real problem rather than the presenting problem.

8. The more choices we generate, the more control and ownership we take.

As facilitator coaches, our primary role is not to solve problems or give advice. We want the other person (parties) to generate solutions. This expands their thinking and gains commitment over compliance.

9. People are whole, resourceful beings, having everything they need to succeed and achieve their desired outcomes.

We can avoid solving problems for others when we remember that they are whole, resourceful, and quite capable of utilizing their resources to solve problems. We may be one of those resources, but we are not their only resource. Our goal is to grow their ability to access resources and find solutions.

10. There is no failure only feedback.

Every outcome provides valuable information for learning and growth. If we are learning, we are winning.