

10-MINUTE COACHING

FEEDBACK VS COACHING

feedback

is focussed on **past** behaviour

its purpose is to **evaluate and correct**

it's done by **telling**



coaching

is focussed on **future** behaviour

its purpose is to **develop**

it's done by **asking questions**

8 COACHING QUESTIONS YOU NEED



What's
ON YOURMIND?

- cuts through small talk
- releases the brain load
- supports autonomy



What ELSE
could you do?

- first idea is rarely the best
- considering more options leads to better decisions
- a great add-on question



What is your
MAIN concern?

- helps to prioritise thinking
- helps to focus
- invites deeper thinking



What do you need
to STOP doing?

- helps to prioritise workload
- encourages responsibility for actions and their consequences
- supports autonomy - invites choice



What do YOU
want to achieve
here?

- gives people permission to be honest about what they actually want: it's better than hinting, making sarcastic comments, demanding, resenting in silence, or complaining to others



What do you need
FROM ME?

- ask at the end: being too helpful can be unhelpful
- you don't have to say "yes" to everything they ask for help with



What is your
NEXT STEP?

- focuses on the action
- emphasises immediacy
- helps shrink the change



What was most
USEFUL to you?

- reinforces learning
- ensures you are both on the same page
- creates a good impression of you