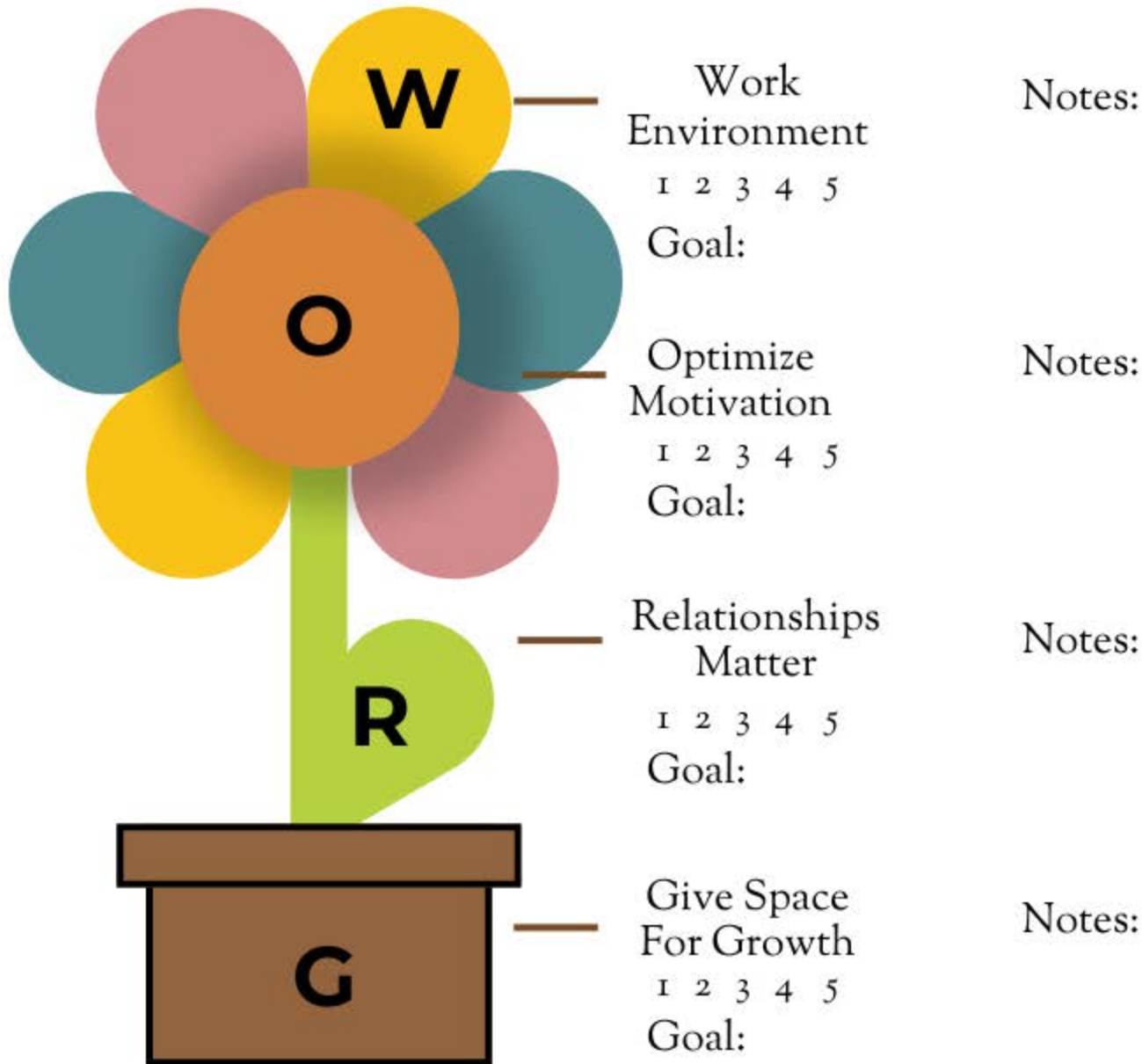


CULTIVATING A COACHING CULTURE HANDOUT



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Asking Deeper Questions

Experiences, Beliefs or Values

Where do you work?

What do you like most about your job?

Without telling me your title, tell me what your job is?

How did you get into your line of work?

Where did you grow up?

What was it like where you grew up?

What did you like most about where you grew up?

What impact did where you grew up have on you?

What did you do this weekend?

What was the highlight of your weekend? What made that experience so memorable?

Did you have any interesting or thought-provoking conversations over the weekend? What insights did you gain?

Value Questions

What did you value most in this situation?

What made you choose this line of work?

What do you feel was the most successful part of your career?

How did you get into your line of work?

What passions do you have?

How would you describe success?

What experiences or people in your life helped shape your core values?

What is holding you back from doing what you are most passionate about?

If you could change one thing in the world, what would it be and why is that important to you?

What qualities do you most admire in others? Why are those qualities important to you?

How do you want to be remembered by others when you're gone? What qualities mattered most?

If there was only one thing you could do in your life, what would that be?

What are the most important principles or values that guide your life?

When you look back on your life, what accomplishments or moments make you proudest? Why?

What values did you learn growing up that you still hold dear today?

What would you say your biggest failure has been?

Getting Started

Key items to get you started or get even better:

- ✓ Set new learning goals and new learning habits
- ✓ Celebrate the process and not the result
- ✓ Ask deeper questions
- ✓ Promote peer coaching
- ✓ Understand others values
- ✓ Be intentional about what you want to improve
- ✓ Reframe language and mistakes

Tips

- Find a feedback friend.
- Get a mentor.
- Be part of the coaching process.
- Start some learning habits

Resources:

- Eduardo Briceno - Performance Paradox
- Charles Duhigg - Super Communicators, The Power of Habit
- Amy Edmondson - Fearless Organization, The Right Kind of Wrong
- Simon Sinek - Start with Why, Leaders Eat Last
- Michael Bungay - The Coaching Habit, The Advice Trap
- The Happiness Advantage - Shawn Achor
- Dale Carnegie - How to Win Friends & Influence People