

My Coach 1-liners

fierce. COACH®

Sent

1. The term “coaching” in many organizations is often referred to as performance management or confrontation. The Fierce context on coaching promotes people thinking for themselves and making their own decisions.
2. Take a moment to reflect on the last time you were coached, or where you coached someone else at work. Was it successful? If so, what made it so great? If not, what would have made your experience better?
3. How might “giving advice” get in the way of a successful coaching conversation?
4. Research has proven that for insights to be useful, they need to be generated from within, not given to individuals as conclusions. Giving advice during a coaching conversation doesn’t strengthen the person you are coaching. It creates dependency; a person who waits to hear what to do and when to do it. Challenge yourself in your next coaching conversation, to not give advice. What’s the benefit to the coachee? To you?
5. Are you a “check-lister” in your coaching conversations? How would it benefit the conversation if you put the check list away and instead, focused on being “here, prepared to be nowhere else” with your partner?
6. Stimulating the coachee’s head and not their heart can often lead to disappointing results. During your Fierce Coaching Conversations how can you help your coachee connect with their emotions?
7. What will your coachee gain when you invite more emotion into the conversation?
8. Remember, we can know intellectually that something needs to change, yet until we connect emotionally, we don’t do anything. Helping your coachee dig deep and connect their emotions to their situation provides them the impetus to take action.
9. Resistance looks different for each person. Some people may experience numerous barriers to change while others, few or none at all. Some barriers may be larger and take longer to work through while others may be smaller and easier to overcome. By using the Mineral Rights model, you will help the coachee break through their personal resistors and create the impetus for action.
10. Where have you seen barriers surface for yourself or others when change was needed? What was the impact of this barrier on your or others’ ability to make progress?
11. The first question in a mineral rights conversation is, “What’s the most important thing you and I should be talking about today?” Can you think of other questions you can use to kick off a Fierce coaching conversation?

My Coach 1-liners

fierce. COACH®

12. What Fierce principles would help you be more effective as a coach? Make a commitment to lean into these principles in your next coaching conversation. Sent
13. Determining “future implications or impact” allows your partner to see how close to “suddenly” they are and further reinforces their resolve to take action.
14. Remember these questions? “What else? What else? What else?” “As you consider these results, what do you feel?” Did you use these questions during your last Fierce Coaching Conversation? What were the outcomes?
15. Remember, as a coach, it is your job to help your partner identify where they can make more immediate changes. Stay curious and probe deeper. Ask questions such as, “If you could turn back time, what would you do differently?” and “In what ways do you have control over this issue?” Help your partner explore their contribution and invite a new perspective.
16. Is there a change that you are thinking about making, but feel stuck on? What are you fearful of?
17. The Mineral Rights model is often referred to as the “Swiss army knife of Fierce.” As a question-based model, it can be used in many different ways:
- a. As a formal coaching approach with another person.
 - b. As a reflective or journaling activity for oneself. You can ask yourself the questions and “coach yourself” through the Model.
 - c. To structure a “pitch” that you can present to a team, a boss, or a group of leaders: Here’s the issue, impact, future implications if nothing changes, here’s the ideal outcome, and here’s my plan of action.
18. While it may be tempting to want to reach out and do the follow up yourself, this is the time for the coachee to take accountability for their action plan. By asking them to follow up with you on their progress, you are promoting their ownership of the solution. What will your coachee gain by taking ownership of their solution? How will you benefit in return?
19. A leading question is a question phrased in such a manner that it suggests the desired answer or leads your partner to a specific conclusion or idea. Can you think of an example of a leading question you may be inclined to ask during a coaching conversation? How can you ask the question a different way?
20. Which of the 7 Principles applies most when you coach someone?

My Coach 1-liners

fierce. COACH®

21. Remember the last time you truly felt heard – what was the impact of that? How well are you truly listening to your people when you coach them? Sent
22. How can you utilize the Coach model to Enrich Relationships this week?
23. Share with others the impact the Coach model has had on you, your team, etc. How have you and/or your people benefitted from focusing on this conversation?
24. How many times have you given someone an answer (or advice), only to have them come back to you with the same question again a short time later? The next time they come to you, first ask what they are thinking about doing (or what they think the answer is) to see if it would be a good time for a coaching conversation.
25. Share with your peers how often it is that the coachee already knew the answer, they just didn't have the confidence to articulate it prior to your coaching conversation.