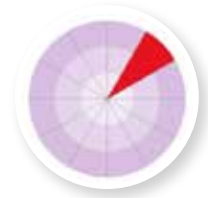


COACH

# Providing Food For Thought



Providing food for thought is one of the Coach style behaviors in the Sphere of Influence 360°.

People often have the best insights when they reflect and contemplate situations themselves - when they find the answers to issues independently. As a leader, coach, or mentor, you can help them in this process by asking the right questions. By providing food for thought!



**“A moment's insight is sometimes worth a life's experience.”**

**- Oliver Wendell Holmes**

## Exercise: Thought provoking questions

When people struggle with an issue, they often focus on the problem at hand. They get stuck on what does not work or what is impossible.

Thought-provoking questions can help them reflect on their situation from a different perspective. It will redirect their focus to what they can control - on the possibilities.

In this exercise, you can start practicing with thought-provoking questions.

In the table, you will find eight example questions.

- Rank the questions from 1 (most likely to use) to 8 (least likely to use).
- Start with the question you ranked number one. Use it during your next coaching conversation (maybe write it down on a notepad).
- Evaluate the usability of the question during your conversation on the scale at the bottom of this page. Would you use it again? Indicate **Yes** or **No** in the table.
- Repeat the steps above with the next question on the ranking list.

Example questions	Ranking	Use it again?
What are you doing to NOT achieve your goal?		Yes / No
What will things look like after your issue is solved?		Yes / No
What would you do if you had unlimited resources?		Yes / No
What can you accomplish that doesn't depend on others?		Yes / No
If a friend were in your shoes, what advice would you give them?		Yes / No
What is one step you could take right now that would indicate you were moving forward?		Yes / No
Are there any important questions that have not been asked?		Yes / No
If I asked you to give yourself a tip, what would it be?		Yes / No

## Evaluation:

What was the effect of asking the question?



1



2



3



4



5

What did you learn? What insights did you gain?

What went well? What would you repeat?

What can you do to improve your performance?

What is your next step?