



Positive Coaching Responses

Limiting Thoughts/Actions by the Coaching Client	Letter(s) of Correct Coaching Responses	Potential Coaching Responses
1. There are no good options.		a) How do you know that this goal isn't rewarded here? What is rewarded here?
2. I tried that. It doesn't work.		b) How is this rocking the boat?
3. Setting goals is a waste of time. Things change too fast here.		c) How does blaming others help you? d) Are goals helpful to you in general?
4. It's not my fault.		e) How might you take this and modify it to fit the way things are done around here? f) How does not giving him/her this information or feedback help him/her?
5. There's no time.		g) What motivates you other than outside rewards? h) What would happen if you rocked the boat?
6. They're never going to let that mistake go.		i) How is this situation the same as before? How is it different than your previous experience? j) What are the consequences of not giving him/her this information or feedback?
7. I don't want to hurt their feelings.		k) What are the consequences of doing nothing? l) What can you do to change things?
8. I don't want to rock the boat.		m) What else can you try? n) What can you do in the time you do have?
9. You don't understand how things work around here.		o) Let's lay out all the options. We can pick the one that has the most pay off.
10. I don't know if I can do that.		p) That may be true. What does it take to be effective here? q) How likely is that to happen? How do you know?
11. I might just make things worse.		r) What do they have to see from you in order to let this mistake go? s) What will you have to do to get there?

Dialogue Tools for Context and Framing:

<ul style="list-style-type: none"> Acknowledging Reframing Put yourself in the other person's shoes. 	<ul style="list-style-type: none"> Play devil's advocate. Offer ideas (with permission) 	<ul style="list-style-type: none"> Avoid using words "but, although, and however". Consider perception vs. intention.
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