

10 KEY CONVERSATION INTERVENTIONS

There are moments during the course of the coaching conversation when a question does not need to be asked nor is a pathway followed, but something needs to be injected into the conversation so it can move forward.

Ask yourself:

- Does an assumption need to be tested?
- Does a failure need to be seen as a lesson?
- Does a behavior need to be named?
- Does an affirmation need to be heard?

Print out this list or keep a digital copy on hand during coaching sessions to broaden your repertoire of potential conversation interventions.

1. Incisive Inquiry

- Intense testing and challenging of assumptions, beliefs, and values.
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2. Radical Reframing

- Extracting new meaning from circumstances by exploring alternate points of view.
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3. Personal Perspectives

- Providing in-the-moment reactions and feedback.
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4. Provocative Paraphrasing

- Interpreting and articulating what is really being said.
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5. Defying Impossibilities

- Thinking the unthinkable and imagining the unimaginable.
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6. Scenario Exploration

- Preparing for uncertain futures through simulation and systems thinking.
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7. Reflective Silence

- Spending time in quiet deliberation and contemplation.
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8. Appreciative Inquiry

- Energizing affirmations that focus on strengths, successes, and positive change.
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9. Challenging Constraints

- Asserting that all achievements are done in the face of limitations, restrictions, and deficiencies.
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10. Inspired Visualization

- Conceiving surprising and unexpected possibilities using metaphors, imagery, and story creation.