



**THE
COACHING
SQUARE**

Inspiring your coaching journey

**December
11th 2010**

**Journey
Celebration Day**





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The Coaching Square: 5 years!





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The coaching Square Vision (2005)

TCS will be in 5-10 years an inspiring source with unlimited possibilities for people who like to grow and to challenge themselves to create a full life that makes sense.

Participants explore and discover a body-mind-soul balance and rediscover the energy to enjoy reflection and action.

The basis for this is a European Galaxy based in more countries recognised for its certified coaching courses given by certified TCS trainers-coaches.

In the courses we offer a huge, sense-making and useful toolbox.



Making sense

Inclusion

Consciousness

Progression

Passion

Inclusion Passion Making Sense
Consciousness Progression





**Not the answer,
but the question
is important ...**



Voor managers
en coaches die
managers coachen



Voorbeeld :

“Ik wil graag meer boeken uitlezen”

- **We ‘denken’ dat we het verstaan hebben ...**
 - Spontane reactie : ik heb dit ook – eigenlijk moeten we gewoon prioriteiten stellen (generalisatie)





Voorbeeld :

“Ik wil graag meer boeken uitlezen”

- **DIEPERE vraagstelling :**
 - **Wat bedoel je met meer lezen?**
 - **Wanneer voelt het als ‘uit’ = wanneer ben je dan tevreden?**
 - **Wat komt er na het uitlezen?**
 - **Wat vind je van jezelf als je er niet in slaagt om deze ‘uit’ te lezen, maar halverwege te stoppen of niet al de gekozen boeken te lezen ?**
 - **Welk risico loop je als je er niet in slaagt?**





Voorbeeld :

“Ik wil graag meer boeken uitlezen”

- **Eenvoudige oplossing**
 - Hoe kan je plannen, eraan denken ?
- **Diepere laag**
 - Wat motiveert je – of demotiveert je?
- **Nog diepere verkenning :**
 - Wat is het effect op jou als “mens” als je er wel/niet in slaagt?
 - Welke persoonlijke principes vervul of overtreed je dan?
(Waartegen zondig je dan tegen?)





Our beliefs and values about “offering answers”

- We look intelligent – smart – bright – strong - helpful:
I’ve been there, I know that, I can do this!
- We feel useful – we provide an added value!
- We take away burdens and the “tension of not knowing”
- Questions are a sign of not-knowing = looking stupid:
“The more you know, the less you ask?”

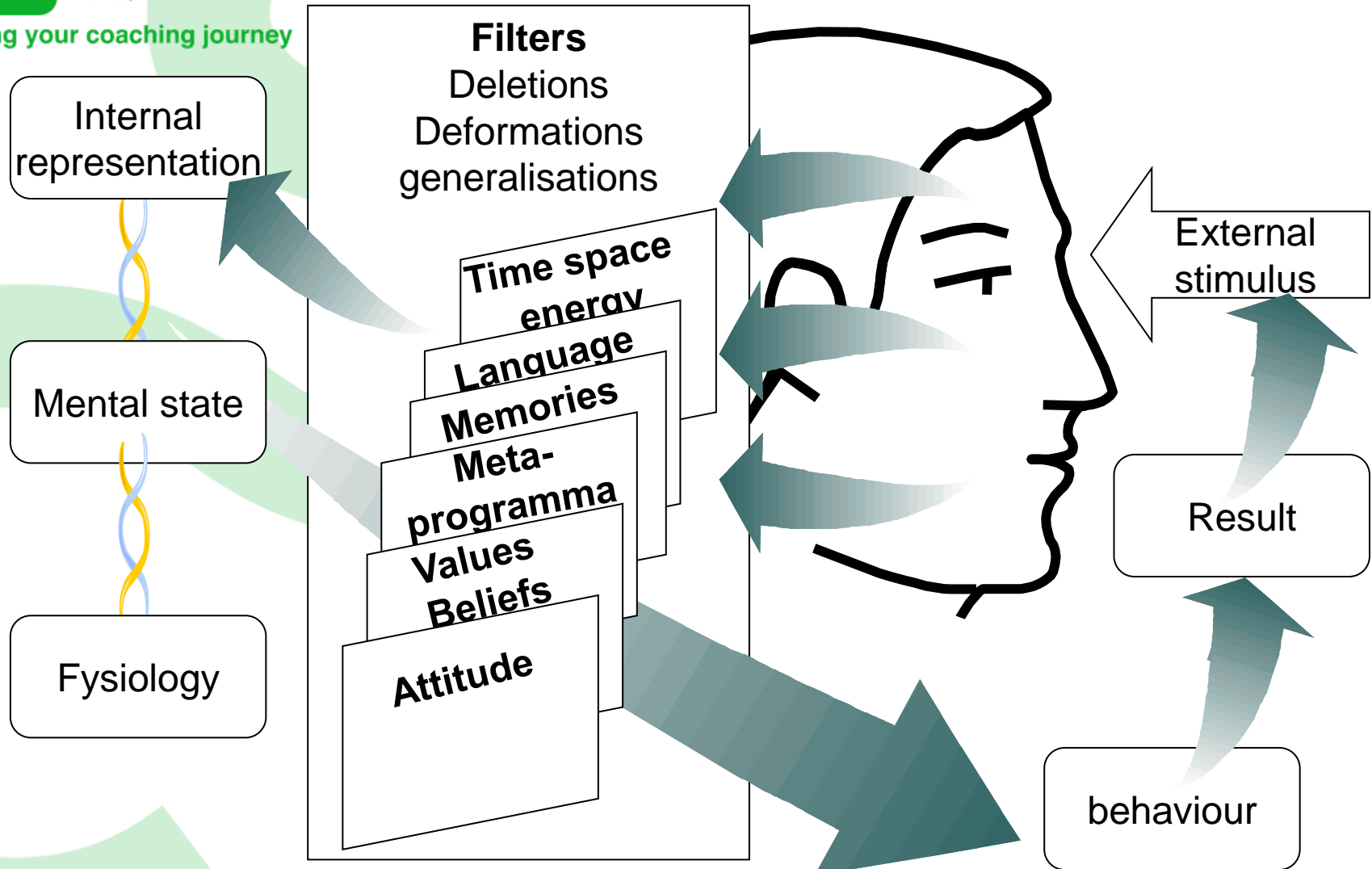
ANSWERS



What attracts us in offering answers? We assume ...?

- Habit: you have a problem, I help with an answer
- Business needs answers ... not problems!
- Answers are safe – we seem in control
- Sincere curiosity and true interest is not always easy because our own MOW is bothering us
- We think we understand the problem and the easiest relief is giving the answer

ANSWERS





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Example :

“I don't have time for this”

- **Spontaneously:**
 - Yes, that's the way how it always is ...
 - We need to work harder then in the early days ...
 - It's the same for every one ...
 - Come on ... there must be a way to do this?...





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Example:

I don't have time for this

- **Superficial questioning:**
 - How can you free up time ?
- **Deep questioning :**
 - For what precisely do you not have time ?
 - What happens if you give priority to ...?
 - How do you make a choice if you need to do two things at the same time?
 - What does it mean to make time for your heart?
 - How could you combine it to an AND/AND ?





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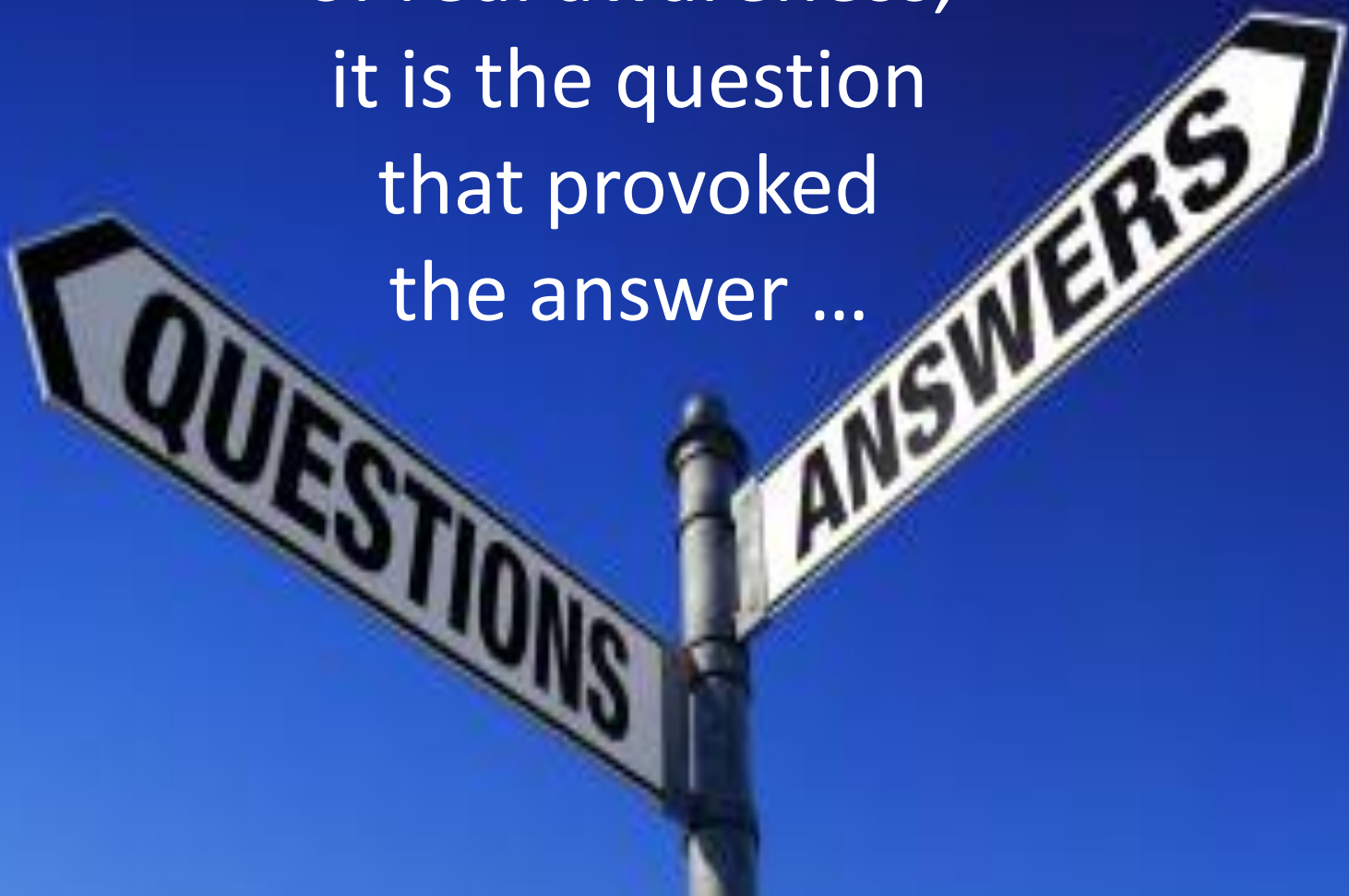
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How to get out of our answer mode ?

Reframing:

- People only apply the interpreted answer
- You cannot solve somebody else's problems
- Your answer has a limited impact
- People feel more involved if you involve them in looking for answers
- Your answers are limited to your limited expertise

When an answer is a sign
of real awareness,
it is the question
that provoked
the answer ...





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The advantage of QUESTIONS

- Simple questions shift your perception
- Question “Time and money”: they are always an excuse not to make a decisions or to get into action
- Everybody has a different perception of the same word – the right question elicits the real meaning someone gives to that word
- By questioning the meaning of concepts, you get closer to a real answer and not just an intention

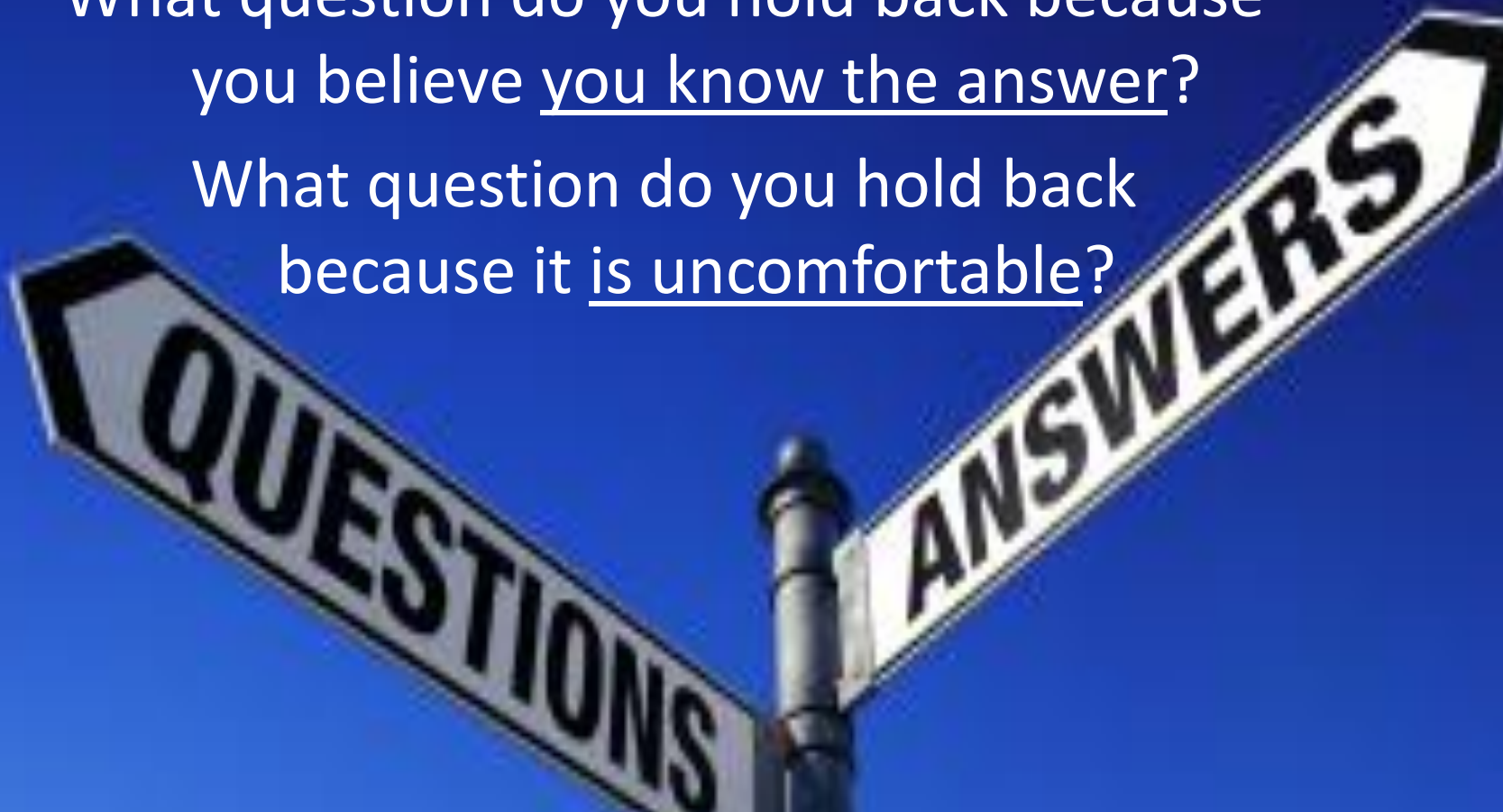


What questions do you want to ask your neighbour?

What question would be too obvious to ask ?

What question do you hold back because you believe you know the answer?

What question do you hold back because it is uncomfortable?





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Questions in COACHING

- Coaching questions are “intimate”
- Questions are provoking “awareness”
- Feeling comfortable “not knowing”



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Your Diamonds ?





Het gaat erom *alles te leven*.

Leef nu de vragen.

Misschien leef je dan, langzamerhand,
zonder het te merken, het antwoord binnen

Rainer Maria Rilke



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And now ...?

Improvisation !

- **Go with the flow and let inspiration take over ...**
- Have the courage “to let go” complex interactions and simplify ‘connections’ !