

1:1 DEVELOPMENT SESSION

The 7 Question exercise is taken from *The Coaching Habit* by Michael Bungay Stanier

1. FOLLOW UP ON PREVIOUS WEEK	2. WHAT'S ON YOUR MIND? <i>The kick start question helps break the ice</i>	3. AND WHAT ELSE? <i>The aha question generates new opportunities while overcoming the urge to give premature advice</i>
4. WHAT'S THE REAL CHALLENGE HERE? <i>The focus question allows you to identify the underlying issues</i>	5. WHAT DO YOU WANT? <i>The foundation question provides a safe space to express what they want and in turn will help improve communication</i>	6. HOW CAN I HELP? <i>The lazy question prompts the person to provide a solution so you don't have to develop one</i>
IF YOU ARE SAYING YES TO THIS? WHAT ARE YOU SAYING NO TO? <i>The strategic question gets the person to consider if they are all in or if they are only going to commit to this decision half-heartedly</i>	WHAT IS MOST USEFUL TO YOU? <i>The learning question allows you to create a moment to coach for development which will help solve the problem and increase performance</i>	