# Solutions Focussed Coaching

Introduction

A fundamental belief of solution-based coaching is that people are more likely to change and achieve their goals quickly when they tap into their own resources and solutions. It is a useful coaching option, because it Is simple and easy to use and doesn't require much explanation.

It helps to identify and emphasise **what's already working** so it offers a practical route away from a blame culture and is effective and gets results quickly
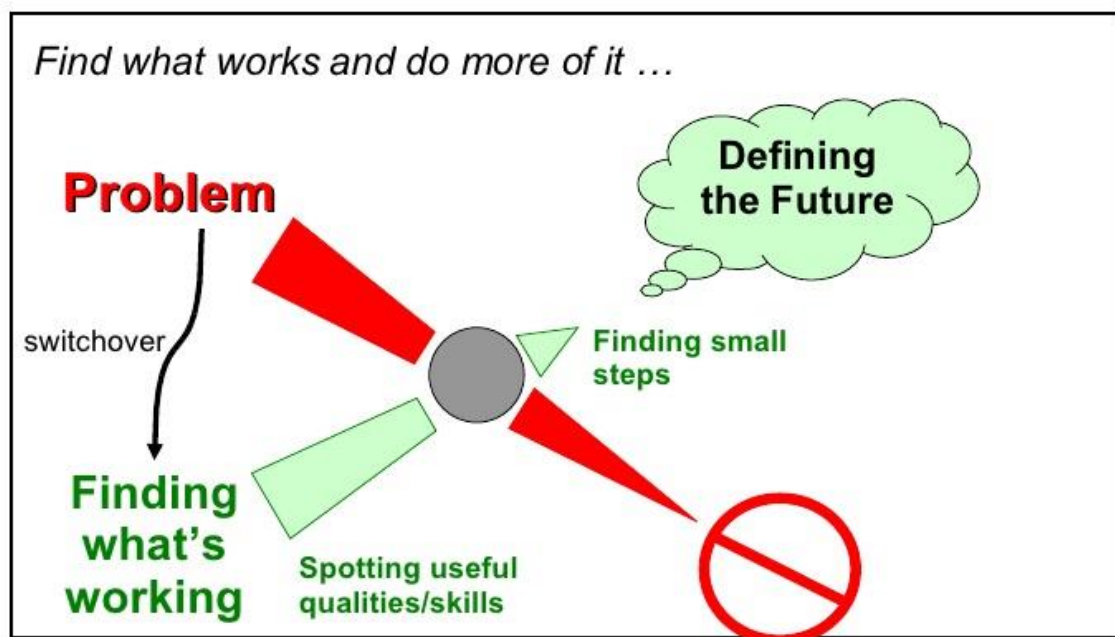
Outline Concept

People already have the resources they need to change

As do teams and organisations. In any situation some things are already working – find them and do more of them.

Change happens in small steps

And a small change can have big consequences

Work at the surface level

You do not need to 'understand' someone else's problem to help them find solutions.

Focus on solutions not problems

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You get what you focus on! Understanding the problem won't necessarily help you reach the solution – and any time spent talking about the problem is time you're not moving towards the solution.

Principles

This means I adopt the following principles:

1. Work with the person not the problem
2. Focus on the future not the past
3. People have an idea what they want for their preferred future
4. Ask questions rather than offer answers
5. Avoid paralysis by analysis
6. Examine negative self-talk
7. If it works, keep it, and improve it if possible
8. If it's not working, STOP it and try something different
9. Explore solutions to maximise learning
10. Small steps, big difference

Techniques

Scaling

'The solution does not care where the problems come from" Ludwig Wittgenstein

Scaling is useful way to find the seeds of the solution in the current situation, and also to help bridge the apparent gap between the present and the future solution.

On a scale of 1-10, where 1 is the worst it's ever been, and 10 is how you're going to be when you've sorted the problem out completely, what number are you at now?

How did you get from n-1 to n?

What will be different when you are at n+1?

Affirmations

Providing positive feedback and reinforcement to the coachee about their key strengths relative to attitude and knowledge.

Future perfect

Imagine / picture the desired future for them. Use the Miracle scenario, "If you woke up tomorrow and a miracle has happened and your perfect future or desired outcome was in place What would be a sign? How will you know when it has happened? What would you notice. What would others notice? Who do you think would notice?

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Small Actions

The old adage that a journey starts with a single step is applicable here! The Coach works to help the Coachee find the small steps they need to take in order to reach their goal. Often the small steps have the biggest impact in moving things forward and build momentum.

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