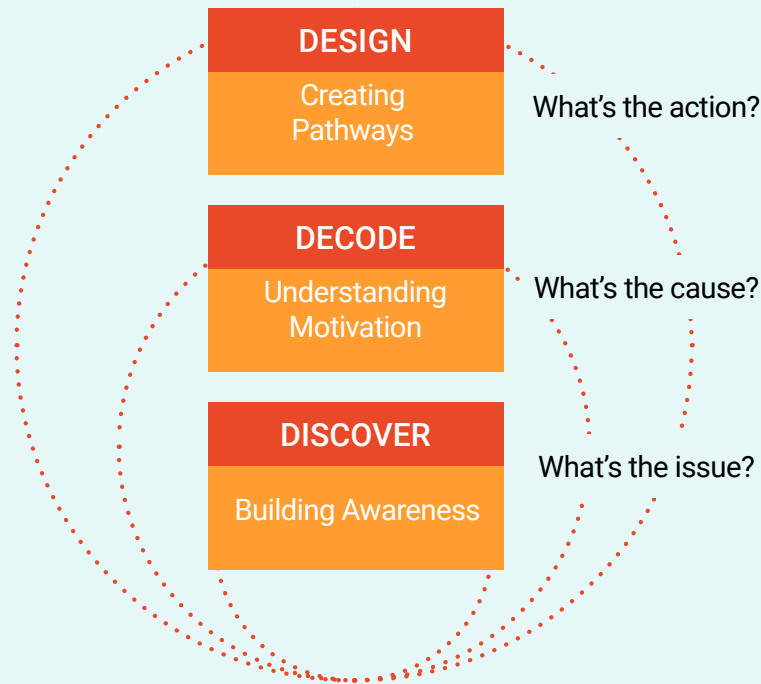




Leaders Who Ask 3D Model of Development

How are you showing up? **Leader State** **Context** *What's the environment for change?*



DISCOVER: Building awareness. What's the issue?

- What is an/the issue you would like to work on?
- What would you like to gain from this meeting?
- What is happening that you don't want to happen? What would you like to happen instead? What would be the result of that?
- What is important about this goal/situation that you need to share with me?

DECODE: Understanding Motivation. What's the cause?

- What action/steps have you taken so far?
- How would your colleague/boss/partner explain this situation?
- What are you/they trying to achieve with this behaviour (or approach)?
- How else could this behaviour (approach) be interpreted?
- What would achieving/blocking this give you/them?

DESIGN: Co-Creating Pathway. What's the action?

- What possibilities for action do you see? Don't worry about whether they are realistic right now.
- What could you do as a first step?
- What would you do if you could start again with a clean sheet?
- What would you tell me to do if I were in your situation?
- What specifically are you willing to commit to? When will you start/finish?

LEADER STATE: How are you showing up?

These are reflective questions for you and not for the coachee.

- How are you 'showing up' in this coaching conversation?
- What do you believe to be true about this person? How might that be impacting your ability to coach them?
- What do you need to let go of right now, to be fully present in this coaching conversation?
- How well are you prepared to listen during this conversation?
- What biases might you have that could be limiting you?

CONTEXT: What is the environment?

Build your understanding of the context so you can best support your coachee.

- How might the culture of the team impact this plan?
- What external environmental factors need to be taken into account?
- Who are the key stakeholders? What impact might they have on the outcome?
- What are the forces supporting/opposing change in the environment?

Want to learn more?

Get your copy of **'Leaders Who Ask: Building Fearless Cultures by telling less and asking more'** from online bookstores everywhere.

Get in touch

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