

Curiosity

Why Curiosity Matters

- > Creates possibilities rather than eliminates them.
- > Sets up coach as a collaborator instead of a consultant.
- > Allows coachees to find answers within themselves.
- > Reveals less censored, less carefully crafted, more real information.
- > Builds powerful relationships.



The Dos and Don'ts of Curiosity

COMMON MISTAKES

- > Seeking information and answers instead of simply exploring.
- > Asking “closed” questions that have “yes/no” answers.
- > Being attached to a specific “train of thought.”

HOW TO BE CURIOUS LIKE A COACH

- > Be aware: Pay attention to being curious.
- > Know that whatever answer the coachee offers is “right.”
- > Listen below the surface for shifts in energy, and be curious about what you notice.
- > Ask simple, direct questions that begin with *when*, *where*, *how*, and sometimes *what*.

Advanced Skills of Curiosity

HOMEWORK INQUIRY

The skill of asking a question for the purpose of provoking introspection and reflection at the END of a coaching conversation. The homework inquiry is set apart by its quality of investigation from many angles and the length of time the coachee takes to ponder it.

Examples of homework inquiries include:

- > What is the underlying yearning?
- > What are you here to do? To create?
- > What are you resisting?
- > What is it to be inspired?

POWERFUL QUESTIONS

The skill of asking questions that send the coachee not to a specific destination, but in a direction filled with possible discoveries and mysteries. They invite introspection, present additional solutions, and lead to greater creativity and insight.

Powerful questions often begin with the words *when*, *where*, *how*, and sometimes *what*.

For further reading, reference:
Kimsey-House, Henry et. al. *Co-Active Coaching: Changing Business Transforming Lives*. Nicholas Brealey Publishing. 2011