

Curiosity

Why Curiosity Matters

- > Creates possibilities rather than eliminates them.
- > Sets up listener as collaborator instead of 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

NOT SO CURIOUS

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

LEANING INTO CURIOSITY

- > Ask questions that begin with *when*, *where*, *how*, and *what*. Focus on moving forward.
- > Know that whatever answer the coachee offers is "right."
- > Listen below the surface for shifts in energy, and be curious about what you notice.
- > Be mindful about being curious.

Sample Powerful Questions

- > What is your goal for today?
- > What about that is important?
- > What ideas do you have to get there?
- > What would success look like?
- > How will you know you've achieved it?
- > What would build momentum?
- > How might you decide where to start?
- > If "X" were not an issue, what could you do to make it work?
- > What resources would help you?
- > What in your control would make the biggest difference?
- > What else?
- > How will you prioritize?
- > What ideas are most resonant for you?
- > What is the gift in this?
- > What is the opportunity in this?
- > What do you risk by doing nothing?
- > What is the cost of doing nothing?
- > Who will you need to become for this to work?

For further reading, reference:

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

Neitlich, Andrew. *The Way to Coach*. The Center for Executive Coaching. 2016.