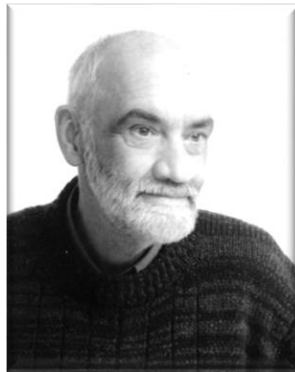


Solution Focused Coaching

Kirsten Dierolf, MCC

Short History of Solution Focus

Developed by Insoo Kim Berg und Steve de Shazer and many others in Milwaukee, USA from 1978-2007



Background: social work – not psychology

“**Social work** is a dynamic profession that promotes **social** change, problem-solving in human relationships and the empowerment and liberation of people to enhance well-being. **Social Workers** intervene at the points where people interact with their environments.”

More on history in this video (link in description of this video)

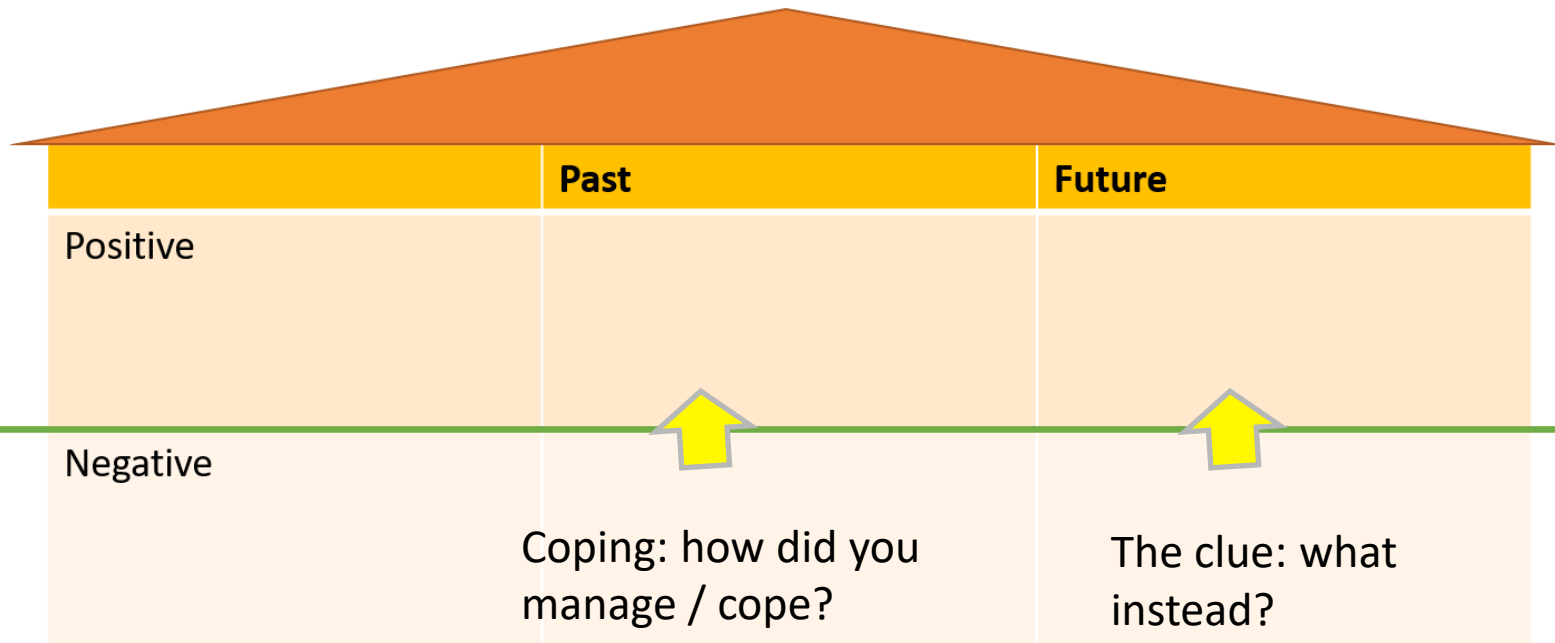


<https://youtu.be/BC5b7V96tvw>

The solution is not necessarily directly related to the problem



Coaching House: invite into first floor!



Solution Focused Coaching Moves



Best Hopes Gallery

- ☐ best hopes
- ☐ best self
- ☐ future self
- ☐ detailed picture of the desired future
- ☐ future perfect
- ☐ miracle picture

Successful past gallery

- ☐ exceptions
- ☐ resources
- ☐ past successes
- ☐ scaling questions: why not 0?
- ☐ reasons for confidence

Ticket Office

- ☐ pre-Session change
- ☐ coping questions
- ☐ coaching agreement
- ☐ platform / common project

Gift shop

- ☐ signs of progress / small steps
- ☐ confidence scale
- ☐ generating accountability and managing progress
- ☐ compliments / recognizing progress
- ☐ Experiments



Pre-Session Change

- What happened between the time you made the appointment and now that has already gone in the right direction?
- What's been better for you since we made the appointment?
- Oftentimes things get better for people once they decide to tackle an issue – have you already made progress since we made the appointment?



Coping questions: if the situation is really tough



- Wow, this sounds tough – how are you managing at all?
- How have you been able to cope?
- What is keeping your spirits up in the midst of all of this?

Creating the Coaching Agreement - Questions

- How would you like us to start the session?
- What are your best hopes from this session? /
Suppose this coaching session is really useful for you – how will you know after the session that it was very useful for you?
- Who else will notice? What will they be noticing?
- What difference will that make for your life?
- In which way is this important to you?
- What should we be talking about so that this session is really useful to you?
- If negative answer: what instead.....

A rich picture of the desired future

- Think of a small issue that you may have or something that you want better in your life
- Suppose after this call you do whatever you are going to do today and some time later you get tired, do the things you do to finish the day, and prepare for and then go to bed ... and you fall fast asleep ...
- And while you are sleeping, a miracle happens
- And the miracle is that all the issues that we have been talking about are resolved, just like that
- But since you are sleeping, you can't know that this miracle happened ...
- So, what will be the first thing tomorrow morning that will alert you: "Wow, there must have been a miracle ..."
- What might you begin to do then
- Who else will notice that there has been a miracle for you?
- What will they notice about you?
- How will they respond? How will you respond to their response? ...

Some thoughts around the Miracle Question

- Before you ask the MQ, you want to be a bit sure that the client has hope that something can be better
- Careful crafting of the question depending on how much hope the client has:
 - Everything is resolved
 - The issue you came here for is resolved
 - It is more likely that you will find a solution
 - You are coping better under the given circumstances

Scaling as a bridging from Preferred Future to Going back into their work / life to experiment

- Preferred Future: a rich description of what is wanted
 - Details
 - Environment's responses
 - The client's responses to the environment's responses
- Scaling: bringing it back to reality
 - What is already there, what can be built on?
 - What are signs of improvement?
 - How can they be noticed (and thereby made more salient)?
 - What experiments could the client engage in? (Scale +1)

Successful past – instances of the desired future



On a scale of 1 to 10 where 10 is the morning after the miracle and 1 is the complete opposite:

- Where are you now?
- What tells you that you are already at an X?
- What else?
- Have you ever been higher on that scale?
- What was different then?
- What did you do differently?

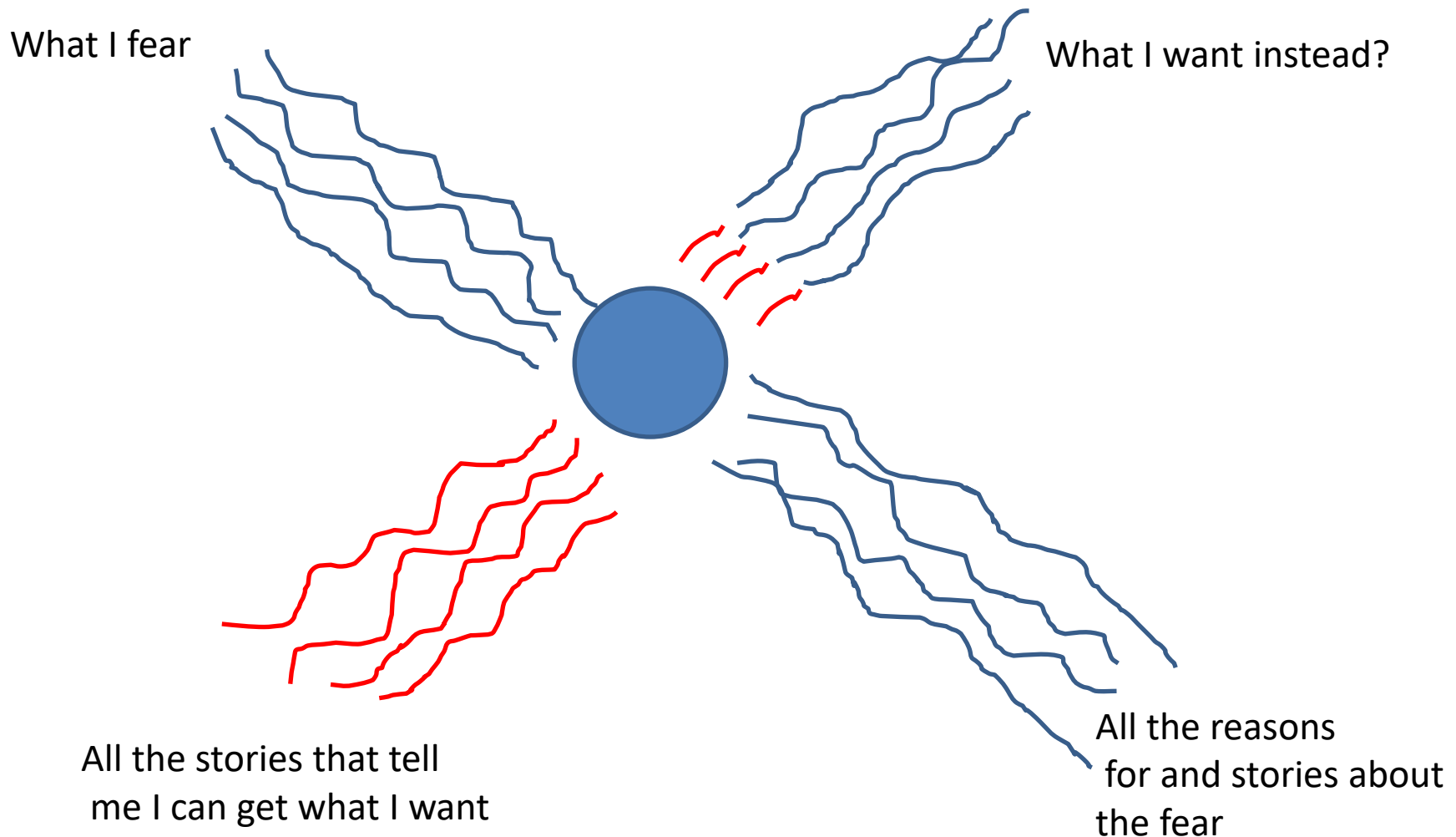
Scaling +1

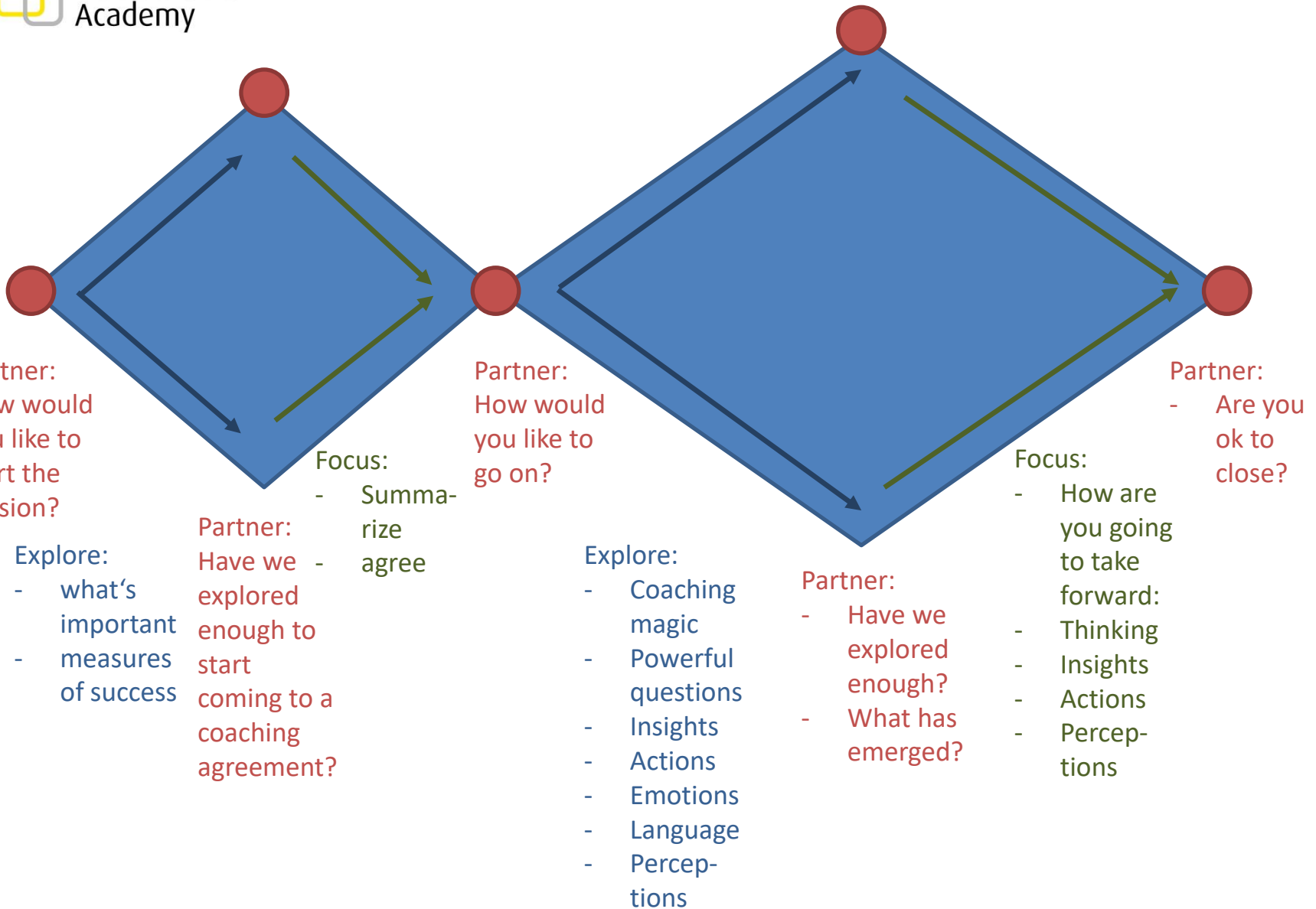


- How will you know that you have moved up one step on the scale?
- Who might notice?
- What will they be noticing?
- How will they respond?
- How will you respond to their response ...?

Important: ask for SIGNS of progress, not steps (first)

Telling our stories in ways that make us stronger





Any questions?

- Come to our free coaching meetup and exchanges
- www.solutionsacademy.com/registration



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