

MODULE 1: LESSON 2.2

APPROACH TAKEN DURING COACHING?

In this section of Module One, Lesson two, we are going to explore the approach taken during coaching. In the previous session, we discussed the importance of being non-judgmental, having low expectations, and adopting an approach of how instead of why. In this session, we will talk about the outcome-based approach that coaches adopt. The outcome-based approach emphasizes achieving the desired results rather than focusing on problems.

To help you understand this approach better, let's consider a simple example. Suppose we take a walk in nature and enjoy the scenery, but suddenly you fall into a muddy pit and sink down. If someone approaches you and only talks about the problem of being in the mud pit and how you feel, it will not be helpful in this situation. However, in coaching, the approach is entirely different. We focus on the outcome and ask questions like "Where do you want to be?" "What do you want in place of the problem?" We don't focus on the problem itself but try to understand the desired outcome.

When coaching people on health and wellness, it's essential to realize that not everyone has had a dramatic incident that has led to a specific problem. If coaches talk only about what could go wrong or what has gone wrong, they are entirely problem-based. This kind of approach can create anxiety and fear in people, and it doesn't help them move forward. Instead, coaches should focus on what the person wants to achieve and what outcomes they desire.

Furthermore, coaches need to understand how the human brain works. The subconscious mind does not process negative statements as an instruction. So, if someone says, "Don't touch the hot plate," the brain sees the hot plate and the hand touching it. Similarly, if you tell a child not to squeeze a tomato, they will inevitably squeeze it. This is because the brain processes the concept of the instruction and not the words "don't." Therefore, coaches need to be mindful of the language they use and focus on positive outcomes and solutions.

Coaching is not about taking people towards problems; it's about helping them move towards outcomes and solutions. We need to discuss strategies to understand what happened, but the main focus should be on what the person wants to achieve. By focusing on positive outcomes and good behavior, coaches can help individuals become the person they truly desire to be. In summary, coaching is about focusing on outcomes and solutions, rather than problems, and using positive language to achieve the desired results.