

# Coach in my pocket

These 3 core questions can be practically applied to almost every coaching situation and scenario, inspired by Michael Bungay Stanier's book, *The Coaching Habit* (2016).

## 1 What is the real challenge for you here?

It reframes the focus of the discussion to helping your team member uncover the real problem, not to tell them the answer.

## 2 And what else?

Provide them with the opportunity to reflect and go deeper, to uncover what the core issue may be. If you want to help someone achieve behaviour change, we need to uncover the underlying issues or barriers impacting their actions or lack of.

## 3 What support do you need from me?

By using this question, you are empowering the person towards identifying and taking accountability for asking for the support they need.

Keep it handy the next time you see an opportunity to coach rather than tell!



### SOURCE

Bungay Stanier, M. "Books and Products" Box of Crayons. <https://boxofcrayons.com/the-coaching-habit-book/>