



PRESENCE-BASED®
COACHING

Excerpted from *The Mindful Coach*
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Exercise 11.5 Questioning and Telling

In your coaching conversation, use your observer mind to pay attention to whether, at any particular point, you're primarily questioning or primarily telling. Use a physical analogue as a mindfulness tool. For example, if you are coaching over the phone, draw two small circles on a sticky note and label one Questioning and one Telling. As you coach, move a coin from one circle to the other, depending on the mode you're primarily in. If you're coaching face to face, you can use a less distracting physical analogue, like crossing fingers on your left hand for questioning and on your right for telling.

Don't worry about keeping count or making mistakes. Stay gentle and relaxed; lightly pay attention, but keep most of your focus on your client.

Do this for a few coaching conversations. After each, take a couple of minutes to respond to these questions:

- What did you notice about which was easier for you?
- How did you self-manage your choice of questioning or telling in order to serve the client?
- When you left questioning to move into telling, where did the impulse arise from?
- What did you notice about your tendencies as you coach?