



One Day Conference 2010

Excellence and **Success** in coaching



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Clean Language for Coaches: “Allowing Metaphors to Shape Success”



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Content

- What kind of success is your coachee's success?
- Accessing a different, deeper level of thinking
- Asking Clean Language Questions
- The where-ness of coaching
- A demonstration of Clean Language in action
- Clean Language Question toolkit
- Your questions

With thanks to David Grove, creator of Clean Language and Penny Tompkins and James Lawley developers of Symbolic Modelling

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Coachee goal:

“I want to be successful at xxxx”



How might you coach this?

- GROW
- Values
- Think of a time when...
- What stops you?
- Or,
- Let the coachee explore through metaphor



Why metaphor?

- Access different, deeper kind of thinking
- Einstein – different thinking ‘level’
- Tunnel under / fly over the barriers
- Coachee has an experience of success
- Lakoff & Johnson – structure of thought
- Creates new neural network
- Safe way to explore deeply
- Enjoyable and exhilarating experience



How to do it

1. Uncover a metaphor for success:

- “When you are being successful at xxxx, that’s like what?”
- “For me, **it’s** like.....and **I’m** like....”
- “Is there a **story** or **picture** that comes to your mind?”
- “Could you **write** or **draw** that?”

2. Help the coachee to explore and connect with it:

- “What kind of xxxx is that xxxx?”
- “Is there anything else about that xxxx?”
- (Use questions **iteratively** plus go back to **overall** metaphor)
- (Don’t try to change or fix anything!)
- When appropriate, ask “**And whereabouts** is that xxxx?”

3. Wrap up by identifying new knowledge and differences:

- “**And what do you know now** (about xxxx)?”
- “**And what difference** does that make?”



The where-ness of coaching

- Place matters
- Lucas Derks “Social Panoramas”
- All feelings have physical sensations attached to them that have a location in or around the body
- Focusing on those physical sensations can anchor the feelings
- The shapes picture and symbols within a person’s metaphor will also have a location in their minds eye
- Coachees can connect more powerfully to their metaphors when they sense whereabouts the different elements belong and how they relate to each other

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