

Taking the moment of opportunity

I wonder if coaches sometimes focus too relentlessly on clients achieving their stated goals.

After all, coaching can be an excellent experience for a client even if they tick off every item on their list.

Perhaps it's more important to retain a coach-like attitude, whether the person we are speaking with is a client or not.

That's where micro-coaching comes in - when we may have only a moment of opportunity to make a difference.

Take a workplace setting; we may not know our colleague's goals but what we can always do, however brief an encounter, is maintain a bias towards the positive. What is going well for someone.

As we discuss in our micro-coaching webinar, we can avoid making judgemental statements that send people onto the defensive. Instead, we can ask from our solutions-focused stance:

- 'What's meaningful about the work you do?'
- 'Remind me how your plan fits your purpose here?'
- 'What is it about your professional role that makes your heart sing?'

Why a bias towards the positive, you might wonder? Partly because hope is the basis of resilience.

If we want something to be better in the future, we need to nurture our resources, well-being, optimism, and sense of agency now. It helps counterbalance our natural negativity bias and encourages us towards desirable prospects, rather than dwelling on threats.

The conversation then takes a turn towards recipes for success and opportunities for appreciation. All great sustenance for well-being and likelier progress.

As David Cooperrider once put it: 'we live in the world that our questions create.' And it takes only a micro-moment to make a useful micro-coaching intervention.