**Coaching your Mentee - Three Coaching Skills that will enhance your mentoring and enrich your professional lives**

**Worksheet 2**

**Exploring Resistance & Designing Next Steps**

**(20 mins – 10 mins each partner)**

**Group Activity 2**

Our invitation is for you to use your L3 conversation skills to help your coachee explore resistance and design some next steps to move their situation in a forward direction.

You’ll be back in your pairs and you will each have **10 minutes** to practice exploring resistance and designing next steps with your partner as ***“coachee”*** and as ***“coach”****.*

You will practice both roles during this session – 10 mins each (We’ll give you notice when 10 mins is up so you can switch roles).

**Coachee:** Building on your previous conversation describe what are you more aware of regarding your situation?.

**Coach:** Listen deeply to what your partner is saying, work on level 3 listening where you’re listening to more than just the words.

Let go of your own opinions about the situation or what your coachee should do

Use **some** of the questions on the worksheet to help your partner explore what’s holding them back, then help her develop some next steps and accountability that work for them.

Use this space to make notes.

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**Coachee: - Building on your previous conversation describe what are you more aware of now regarding your situation / project / area for change or more clarity? (Try to do this in a succinct way as we’re limited for time!).**

**Coach: 1. Work with your coachee to gain more insight into resistance.**

Sample questions: (choose one or two that best fit the situation).

* *Where are you feeling stuck or unsure?*
* *What are you telling yourself about the situation?*
* *What is standing in your way*

**Coach: 2. Are you hearing external or internal resistance or some of both?**

**To explore internal resistance.**

* *What “go to” stance or “comfortable way of being” are you hanging onto right now?*
* *What is your “inner critic” voice telling you about the situation?*
* *What is the inner critic voice trying to protect you from?*
* *What internal resources are missing from your situation?*

**To explore external resistance.**

* *What do you need?*
* *Who can help you get what you need?*
* *How could you reframe the current situation?*
* *What is another solution to ones you have already tried?*

**Coach: 3. Focus your coachee to identify a simple next step, a growing edge, or make just a 10% shift in a forward direction.**

Sample questions: (choose one or two that best fit the situation).

* *What personal strengths do you bring to this situation / project*
* *What assets or resources could you leverage here?*
* *What is a “next step” you can take today / this week?*
* *What is a 10% shift in the right direction?*
* *What might happen if - this worked / you got unstuck / you achieved your goals?*
* *What do you need to let go of?*
* *How will you measure success?*

**Coach 4: Support your coachee to identify ways of staying on track / being accountable for their actions.**

Sample questions: (Choose one or two that best fit the situation).

* *What can you do to make that action a default in your life?*
* *Who in your life can be a champion for you around your goal / next step?*
* *What will you ask them to do for you?*

**Coach 5: To close out.**

* *What are you more aware of now?*
* *What are you going to do next?*

Notes about L3 questions – they are:

* Intended to help the “coachee” develop a deeper understanding / or gain further insights into their situation
* Mostly framed in the present or future
* Open-ended. Not leading
* Often begin with “*What”* or *“How”*
* Short - around 5-10 words

**Follow up and self-reflections on Activity 2.**

The following inquiries may inspire some reflections on how L3 conversations inform and inspire us and the person we’re working with.

* What comes to the forefront when you stay away from that desire we all have to save, fix and rescue the other person?
* When you stay away from wanting to be the expert, or sound important and knowledgeable, what emerges?
* How do you reframe the vulnerability we all experience when you move away from “telling”, “fixing” “propping up” and “saving” (things that physicians are hard-wired to do)?
* When you offer a L3 question what does it say about the way you view your coachee?
* Identify a person, mentee, advisee, student in your life at the moment – what commitment will you make to them?