

Coaching Tool: Strength Based Coaching Approach

Transcript

Appearing

In order of appearance:

1. MAJ David Stephens
2. Mrs Pamela Stone

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Transcript details

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| MAJ David Stephens | So, Pam tell me a little bit about strength based coaching and how we can use that in a coaching conversation. |
| Mrs Pamela Stone | Yeah, well, I really like to use strength-based approach, with my counterparts. And for me, what a strength-based approach is, is that you use the positive attributes and qualities that a person has that motivates them, things that bring them alive, things that actually really encourage them and make them feel really good. You know that when you start talking to people about their strengths, we find that, I find quite regularly, that they are things that people don't think about very often, they're overlooked. |
| Mrs Pamela Stone | When we have a development conversation, we often concentrate on the things that we need that are deficient, the things that we actually need to improve upon rather than our strengths. And so, because of that, I find that when I'm talking with people that have, sometimes a limited vocabulary, they can actually describe what those strengths are, |
| Mrs Pamela Stone | they don't know what they are, or they can't tell you about them. And in a coaching sense, people sometimes become reluctant because I don't want to feel arrogant when they're actually describing them. But if you think about it from a coaching perspective, if you've got someone who has really positive attributes and things that really motivate them, that's a great place to be able to bounce from - to then be able to address problems and challenges. |
| Mrs Pamela Stone | So, I see from a coaching perspective, what my role is, is to help them understand what those strengths are and to then be able to give them a structure in which they can actually then start to |



talk about them, to help them with those challenges and those problems. There are a couple things, though, that, I think are important when you're thinking about strengths to be mindful of.

Mrs Pamela Stone The first is that you need to actually ensure that they are actually strengths, and so as a coach, I talked to my counterparts about how that can go away and actually confirm that they are really the strengths. And you know what options are available to them. Once they've been able to confirm that, it's really important to talk to them about not overusing their strengths, because if you overuse them or use strengths in situations that aren't really appropriate, you might not be able to get the results that you're looking for.

Mrs Pamela Stone And the third thing is that you might be really good at something, but just because you're good at it doesn't mean that you're that motivates you and you get energy from it. That could be a drainer. So, I like to talk to my coaching counterparts about making sure that they are aware of that situation and the indications in place to be able to address them.

MAJ David Stephens Great. So it's this idea that we're helping our coaching counterparts to focus on, their strengths, not on their weaknesses. So they've got something to draw on. At what stage, you know, you'll be having several coaching sessions with your counterpart. At what stage do you have this discussion about strengths?

Mrs Pamela Stone Yeah, in fact, that's a great question because I think it can either be in the introduction when you're really getting to know someone, and they give you and you're talking about what their strengths are, you getting to know someone? And the other stage that I like to use that, particularly if you are using the grow model when you're actually looking at what opportunities are available to someone to them, to be able to achieve either a challenge or to address a problem is to look at what opportunities they have, how they can actually deploy those strengths, what strengths they are.

Mrs Pamela Stone So you could get them to talk about what their top three strengths are, and how they might be able to use those strengths to achieve that particular goal that they're looking at.

MAJ David Stephens Yeah. Great. So when they might be struggling to think of options, then you can go back and say, you know, think about those strengths that, you know, we talked about in a previous session and how might you use those in order to help you achieve your goals? Is that...

Mrs Pamela Stone So, I can give you an example if you like. So, a great example might be I'm very good at writing. I love to see the way in which my words come to life on a page, gives me a great sense of achievement, being able to put together a piece of writing. But maybe I want to, improve my networking skills.

Mrs Pamela Stone So, if I volunteer to write meetings for minutes, when those opportunities come up, even though other people might not see that as a great thing to do, I've got a great strength, it's gives me energy. Doing that, I get then perhaps an opportunity to meet other people that I wouldn't necessarily meet who are in that meeting. So that's just a practical example.



MAJ David
Stephens

Yeah, great. No, thanks for sharing, Pam. And, yeah, I think, you know, as a coach myself, definitely using strengths has been a key thing. You know, having that discussion early in the coaching sessions and then being able to go back to that, when people are trying to sort of find options and meet their goals can be really helpful. So, thanks for sharing.

