

# Solutions Focused Coaching

This is a powerful but simple coaching approach to bring about change. The emphasis is on:

- Developing clear vivid descriptions of what the individual wants (the future perfect or desired outcomes)
- Acknowledging and building on what is already working (scaling)
- Drawing on existing skills and resources (counters)
- Championing or complimenting the individuals' attributes and talents (affirming)
- Identifying small steps that move in the direction of the solution (action)
- Taking stock on progress (review)



It is unique and different in that the focus is on finding and moving towards a solution and steers away from drilling down on the causes of the problem.

Experience has shown that individuals are more energised and committed to the changes and steps they will take to make it happen and it takes a shorter time to reach agreement on what needs to be done.

| Problem Focus  | Solutions Focus   |
|--|---|
| <ul style="list-style-type: none"> <li>• What's wrong</li> <li>• What needs fixing</li> <li>• Blame</li> <li>• Control</li> <li>• Causes in the past</li> <li>• The expert knows best</li> <li>• Deficits &amp; weaknesses</li> <li>• Complications</li> </ul> | <ul style="list-style-type: none"> <li>• What's wanted</li> <li>• What's working</li> <li>• Progress</li> <li>• Influence</li> <li>• 'Counters' in the past</li> <li>• Collaboration</li> <li>• Resources &amp; strengths</li> <li>• Simplicity</li> <li>• Actions</li> </ul> |