



Sacred Depths Certification

Breakthrough Questioning Skills 1

Hi, everybody good to see everyone, it was good to see some of you yesterday on the q&a call

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all right. gets started. Okay, so before we jump in one housekeeping piece that I wanted to mention. Next week, we have two classes, not one. So, next Tuesday, we have our regular training call. And then let me just make sure I'm saying the right date here next Wednesday, from 11 8am, Eastern to 2pm. Eastern, we have a special three hour workshop. And I call the workshop workshop for new and tentative practitioners, I need a better name for that workshop. Maybe after some of you come to it, you can tell me what you think of better name is. Um, but I wanted to just mention it today for a couple of reasons. Number one, to just remind you that it's there. And to remind you to put it on your calendar if you want to attend the workshop. How do I describe the workshop? I don't do. It's not like a training call, you will get training, I will teach some things on that call. But it is much more of a workshop style. And we are going to go through some processes and experiences together. And the workshop is there not only for new practitioners. So if you are a new practitioner, for sure for sure if you can make it live to that workshop. Please come and random. This is the workshop that we have next week for new and tentative practitioners. It's a special three hour workshop that we have. So it for sure for sure is for you if you are a new practitioner. But it is also for you if you are a seasoned practitioner, but one who is feeling tentative, because maybe some of the things that we're learning here and sacred depths that you want to integrate into your practice are different than what you've been doing before. Maybe you haven't integrated somatic pieces before maybe you've been doing more consulting and not as much coaching, maybe you haven't been going deep, etc, etc. And if you feel some of the like, Oh, is it gonna be good enough? You know, any of the not good enough around it any tentativeness around it any like what are people gonna think that the workshop is for you as well, even if you've been practicing for years. So if it's not already on your calendar, please put it on your calendar. It's a it's a wonderful, wonderful session. There's a lot of sharing and a lot of experiential work in it. For today, we are jumping into and starting our breakthrough questioning module and our breakthrough questioning module similar to the two modules we've done before it let me pause and answer Nelles QUESTION Yeah The workshop is going to be recorded now just like all of our other calls. So it'll be there in your member center, because it's experiential, if you can be there live even better.

05:13

Not that our training calls aren't experiential, too, and all of that, but it's even more so. Okay, so we're moving into breakthrough questioning, we've got three classes, three sessions in our breakthrough questioning module. But the truth is that really the rest of the program, we're going to continue, no matter what we look at, we're going to keep on coming back to questioning techniques and skills. So it's like we've got, it's kind of like energetics. And it's kind of like listening. And it's kind of like creating awareness. We have a separate module for it. But really, we're working on this the entire time were together and getting new and deeper skills the entire time were together for Sacred depths. For today's session, we're going to look at foundational principles, and elements of powerful breakthrough questions, we got to get the foundational principle down principles down for breakthrough questions. In our session next week, we're gonna look at lots of different types of questions that you can be asking why and when you would want to ask these particular questions we'll look at at different times types of questions. And we'll also look at different questions sequences. Next week's class in particular is kind of like a high content class. And then we'll have a breakthrough questioning practicum. So as a reminder, the curriculum is here to meet you where you're at. If you're a seasoned practitioner, you're here to go deeper, you're here to improve, you already have great questioning skills, and you're here to go deeper. So if you're seasoned, I want to invite you to really pay attention. Find the places that we explore that are really on your edge, so that you can go deeper so that you can stretch your questioning skills, don't just lean back on what you already know about questioning and questioning skills, stretch, find the new places. The transformation. And the kind of going deeper and getting more effective is in the details for you. If you're seasoned if you are a newer practitioner. Don't let the curriculum meet you where you're at. You don't need to master every single one of the details. I'll be sharing a lot of flourishes, a lot of details for you. Take it step by step, get the big pieces down, practice them, and then come back and get the details. Mastery always unfolds over time. And with practice. Okay, so all that being said, let's start here. It's pretty basic, but feels important to to share it. Why are questioning skills so important to effective coaching? Why do we need questioning skills when we coach when we work with other human beings on transformation? Well, really, because at the heart of masterful coaching or co creation of transformation, questioning is at the heart of that you really can't have one without the other. The most effective questions have the ability to do the following. Number one, create awareness. Number two masterful questions effective questions have the ability to access the clients intuition they support your client in accessing their intuition. Questions, promote creativity. They promote brainstorming. They promote problem solving.

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Really good questions. Empower your clients to take responsibility for themselves and their situation. shunts they empower clients to take responsibility for themselves and their situations. Effective questions create integrity, and commitment towards goals. Inner and outer. Effective questions can help a client articulate and understand their judgement. Effective questions can help create connection to self and activate learning as well. One guiding principle that's at the heart, I would say of any coaching relationship or any coaching session is this. Humans are curious. Humans by nature, are curious beings.

curiosity leads to learning questions, provide the environment for curiosity to be activated. I know this is so simple, right? So simple. It's so obvious. But it's such an important principle both for the practitioner and the client. We are curious beings curiosity leads to learning questions, create an environment, environment of curiosity, promote an environment of curiosity, validate the inclination to curiosity. Now, that being said, some of you have heard me share this before in today's coaching industry, with way too many practitioners consult, when what's needed and required in the moment, is asking a really good question. Not that there's anything at all wrong with consulting. And for a lot of us, myself included consulting as an important part of the service that we provide. We have expertise and wisdom and experience and knowledge and our clients want that from us. Right, as we looked at consulting, factoring is one way of creating awareness. But not being said, a mistake that some practitioners make is that they have to default to consulting more than is actually helpful or supportive for their client. And then in doing so, they miss out on opportunities to ask questions that will actually create way more positive energy, way more motivation, way more excitement, and way better ideas than if we were to just simply share our expertise. In situations that require questions, when we default to consulting, our clients miss out on the opportunity to answer a question for themselves. So of course, learning happens when we consult. But there are many more moments where learning is more optimal when it comes through self discovery, self inquiry, self proclamation and answering questions for oneself.

14:11

So, again, this is pretty simple and pretty obvious. So then it begs the question, why do practitioners end up consulting in moments when questions would be way more effective? There are a couple of reasons why this can end up happening. I've certainly found myself in probably all of these before. But let me give you some of the reasons. So number one, sometimes we end up consulting, instead of asking a question is because we move into some discomfort or fear with the learning process, we're scared that maybe the learning is going to take too long for the client it'll take too long for them to get to the answer. And so it's just easier like, let me just give the answer right now. Sometimes we end up consulting instead of asking a good question, because of our own need to sound smart, or to impress our clients. Sometimes we end up consulting instead of questioning, because of an inner compulsion to take over responsibility, right back to the uneven, even playing field. If we have a tendency to hero people, right, want to rescue them hero them take that responsibility, we may fall into that trap of consulting, instead of asking questions. If we don't trust that our client always knows best, we might fall into that trap. Sometimes, if you've been a practitioner for a long time, you may end up consulting, when it's better to ask a question just because you've gotten too comfortable. You know, it's just kind of one of those like, you're in that pattern, you're comfortable with your own wisdom and your own expertise. And you kind of just forget. So let's think about this for a moment. Are there moments where you might be taking shortcuts? And just giving clients answers instead of providing them with the learning opportunity that questions provide? And if you're not yet working with clients? Are there moments, other moments in your life and other relationships with partners, with friends, with coworkers with children, that you might be taking shortcuts and giving answers instead of asking questions? And if so, why? Maybe it's one of the reasons that I mentioned? Or maybe it's something else. And I'd love to hear a couple of voices on the sweats. Feeling important here for you. What are you seeing what's coming to the surface here?

Sophie, saying in the chat, I'm scared to say this, but I genuinely don't believe many of my clients know best. When it comes to their marketing, I'm so glad that you're sharing this, Sophie, because it's such a, it this is such a great example for us to use as like a little case study here. So absolutely. 100%. So fee, when it comes to marketing, you know, so much more than your clients, do you know, how to, you know, activate vision, you know, how to make invitations, you know, how to put in the language and all of that, for sure you have that expertise. In that way. You do know best how ever that being said, there always As just one example, there are always choices within that. Right? So, for example, what are the types of clients that I'm reaching out to? You don't know best there, your client knows best? Do I feel like I can shine? If I do this? If I share this message in writing versus sharing this message in video, marketing experts don't know that best our clients do, we might have to befriend some fears around that or you know, whatever it is, Should my rates be this? Or Should my rates be that

19:12

that's a process of self discovery. So if you'd let me know, and if you can just come on voice to voice if that clicked for you.

19:27

Yeah, that's really helpful. And it would help if I could set it back to you. So that goes in because this is it just keep I just keep bumping up against this. So yeah, there is information I know about the best way maybe to market a coaching program, but what I don't know is their best way, whether they excel when they write or when they speak, where you know, exactly who their people are, their unique magic and their calling in the way that they create their results. So that's why I asked them questions. Questions, questions? We gather lots of information that I can maybe bring in the consulting and shaping what that then looks like.

20:07

Yeah. 100% and also what they're ready for. Right? Like all of those, all of those pieces. So helpful. Thank you. Good. Yeah, you're so welcome. Aiyana saying you've done that a lot yet Rescue Hero category. You're Angeles saying you were reflecting on this in the coaching partner session? Yeah, it's a lot of coaching out there is really just consulting. Yeah, Michael, in one of your modalities is more data heavy. And that's great, right, so long as you're conscious of bringing in the questions when the questions are needed. Angela.

21:02

Hello, John. So yesterday you were talking about, because you are very good on our expertise, like Sophie was saying, and then we ended up consulting. But we don't have the practice of like you talking about being heard and seeing and honoring what is and we we got to some points of going through that. And we reflect about, I would like reflection, no more questioning. So you're glad to come to the with? Is there any other thing that you recommend us that while you're practicing?

21:47

That's a great question. Yeah. So what I would say is when you're practicing, the most important thing is to be conscious of the facts. And be conscious of yourself. Now, there are certain moments where facting consulting, normalizing, that's exactly what's called for in the moment, right. But what I'd say is when you're practicing when you're working with clients, whenever it is Be conscious of this. And if you can, before you go to consult, just ask yourself the question, is there a question right now that would actually be more helpful? Or is there something that I can reflect back on? Or what is celebrate? That would actually be more helpful and promote more learning right now? Sometimes the answer is going to be yes. And sometimes the answer gooeey, no, you know, like, they need this consulting piece. Right. And and that's great, too.

22:47

It's very helpful. Thank you very much.

22:50

You're welcome. Great question. I see there's a lot of shares in the chat. And I will absolutely read through all of those later. But for now, I'd love one more voice to voice chair. Great, Carmen.

23:07

Hi. So what I have been discovering right now is I'm doing a whole lot of relearning. Because I've been in the fitness wellness industry for 15 or so years, right. And from everything that I've learned over that time, and everything that I am shifting in my own life and in the way that I approach my clients is that we are told as trainers, coaches, whatever, give them a diet plan, give them a workout plan. And then for so many people, they're so disconnected to themselves at this point, that they're looking to be told how they're supposed to eat, how they're supposed to move, how they're supposed to do all these things. So on one hand, I have the clients that are on the other end, expecting me to tell them what to do, right. And then I have myself on my end of having so many years of education in educating people. And from what I learned so far is that we really have to know what we need within us and really connect with our bodies, so that we can create lasting wellness in our lives, not start and stop and look for answers outside of ourselves. So I'm in this weird place where I have this deep knowing and believe it's what I market. It's what I you know, am really putting forth in in creating connection with my clients and helping them encouraging them to listen to themselves and create that connection within themselves. But I feel like I stopped myself so many times because I want to teach, I want to educate, I want to give them the answers because that's what they're they're wanting, and that's what I'm so used to. So it becomes there's a lot of resistance for me when I'm in these coaching sessions of trying to stop myself and help them find that within them without teaching but also without having them feel like they're not getting anything from it. Does that make sense?

24:56

And it makes so much sense and I'm so glad you're bringing this up. All right. And first I just want to, like, honor and celebrate you for being willing, you been doing this for 15 years, like it's a big deal to Jeff. So it's incredible. First, I just want to reflect that I got chills, like visceral chills when you said that you really

believe that individuals know what's best for them. And their body is like I could just that felt like, not only a truth to me, but something that you are so passionate about. And as you were talking, you know, what was coming up for me is that both can live together, meaning your clients can be the experts of themselves. And you can also be the fitness and diet expert that helps guide the way for them. And I think like, that's where you're trying to, like you're trying to find that right. So first, I just wanted to like give full permission that both can exist together. And I think what might be helpful, some things that I think might be helpful. So number one, to integrate this even more into your marketing. So it sounds like already in your marketing is I you know, the this like belief that people know best, but also integrate the other piece in right, I have this many years experience, you know, understanding diet, and exercise and supporting individual individuals to personalize it for them in ways that work for them. When we work together Together, we bring your you know, wisdom of you and your age and your body with my expertise. And we joined together to like create, right. So if you're not already leaning in on that in your marketing, that's one thing I would do. The second thing is on your very first session, I would share that again, I would say I know part of you for me, I might make a joke, but whatever, like energy is right for you. I know part of you just is here and you want me to tell you what to do. And what I've learned from doing this for 15 years is that actually doesn't work. I really wish it was good. But it generally doesn't work. What's going to be most powerful for you to be able to XYZ, whatever their goals are, is for us to come together and be partners in this your wisdom is just as important as my wisdom and expertise together. And that's like Is that okay with you. And then the third piece is in so then you're pre qualifying all the way in the marketing as you're setting the container when you're starting to work together. And then I'm a big advocate of like, whatever goes through my mind in a session, almost everything, I'm going to share it with the client, right? So in those moments where you're like, oh, I want to tell her what to do. But I want to hold that. Like, I might be like, you know, I really want to tell you what to do right now. And I'm gonna give you my opinion in a few minutes. But first, let me ask you some questions, right? And then and then you that will like take care of it in your mind. And it will take care of it for the client. They know that they're getting an answer, but you can be back in this creation to get up. I just shared I just consulted a lot of stuff. Tell me what you're hearing that feels important for Yeah,

28:42

I love so. So the first piece, the first marketing piece, yes, I'm doing all of those things. Now, which I wasn't before. That's I've worked on a lot of that last year. So now my point of view is really coming through in my marketing, which is awesome. And I love that last third piece that you said about just kind of naming it right naming it that I am wanting to give you these answers and teacher or you know, like I do have this perspective. But I do want to ask these questions and so on so forth. I love that piece. And I think I have been better. The second one, I think I have been getting better at setting that container during like the enrollment call or they're planning a call or something like that. And I am wanting to be more conscientious of making sure that I am putting that forward during our enrollment and planning date calls. I do see that um, what I am noticing from what you're saying in our conversation right now and what we said earlier that I think I've gotten there's a few things I've gotten comfortable with my own wisdom and expertise and I have this discomfort that the client is not going to get the answer quick enough or they're going to leave the coaching call feeling like they didn't get something from it. So

there's like all this the sphere around that I guess, and also the me part of slowing down and pulling back even though I do think I know the answer. At the end of the day, they are still my answers. They're not their answers right? And allowing for more space for curiosity to learning process. But yeah,

30:10

absolutely. And I know it's uncomfortable, but I love that you're in the space because that's, that's when you're growing right when it's like, oh, not quite there yet, but I you see? Oh, really nicely done. Yeah. Thank you. All right. Let's keep on going. So let's look at foundational elements of powerful breakthrough questions. What what makes the Best Breakthrough questions? Couple of things. So, first of all, this is important. I want to say this at the outset. There's no formula for amazing and effective questions, I really, really wish there was a formula, and I could just give you the formula, and that would be it. By masterful questioning is truly an art. There are so many different client situations and scenarios and client moods and client energies and client backgrounds, right? And we want to take all of this into consideration when we go to ask a question, this is back to coaching the what? Based on the so I can't give you an A plus B plus C, that's kind of that's just really not a thing. But what I can give you are elements to be thinking about foundational principles to be thinking about. The other piece, before we get to those elements is just to say, and I know that you know this, but it feels important to share. None of the skills that we learn exist in a vacuum. So the most masterful practitioners are working all of their skills at the same time. So what I mean by that is that you can't ask breakthrough questions. If you haven't been doing deep listening. For example, if you haven't been holding energetics if you haven't been checking your filters, etc. The best questions are when everything all of the skills are building on each other and working together, which they start to automatically do the more you practice. Okay, first foundational principle for breakthrough questions. Don't ever expect any kind of particular answer, or outcome. The moment you expect a client to answer a certain way, is the moment you are in a way attached to an outcome. And it kills curiosity. It holds you back from being able to really check your filters. When you're expecting any kind of particular answer or outcome from a question, it can also stop you in your tracks if the answer you get from your client isn't what you were expecting, right? You had this whole idea where it was gonna go. And you weren't the kind of became attached to it. You were expecting it. And then it's like, what do I do now? Right? So this is a practice to an almost like an energetic practice to keep on coming back to don't no attachment to any kind of answer or any kind of response or any outcome. As a side note. This happens a lot in enrollment and sales conversations to the moment when we're holding a sales conversation or process that we expect the prospect to answer in any kind of way, is the moment that we've kind of lost our ability to really hold the container for a productive enrollment conversation where the prospect can make a good aligned decision for themselves about whether or not we want to work together.

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So instead of expecting any kind of particular answer or outcome, when you go to ask a question when you're putting a question together, instead, follow your intuition. And your natural curiosity. If you we said earlier, humans are curious, right? This goes not just for our clients, but it goes for ourselves. If we remain in that place of curiosity, we looked at this in listening skills, right? If we remain in that place of

curiosity, then we're not attached to a particular answer. We're just curious. And we can ask the better question. So I like to think of it this way that a good question is rooted when it comes to this topic in the following four things. Number one, it's rooted in listening to our clients and being attuned to their needs. Number two, it's rooted in us keeping track of the bigger picture agenda, and what the client wants to receive, and what their goals are. Number three in our own intuition, and curiosity. And then number four, in what we might this is where consulting comes into a good question, in what we might know from our own experience.

36:57

Let me put those in the chat. So if we're listening to our clients deeply, we're attuned to their needs, if we're keeping track of the bigger picture agenda, which is important because our, our questions can can, the Curiosity can meander off track, right? So we want to keep track of the bigger agenda and the goals. If we're also as we learned in listening, listening to ourselves, and our own curiosity as we listen to our clients, and then we do want to use our wisdom, experience, etc. So I'm still looking at Carmen on the screen. You know, for example, Carmen, and her expertise might know that certain individuals, when they eat too much sugar, they feel certain ways in their body, that knowing might come into play, when a client is talking about their diet, and that they eat a lot of sugar. And right then they also happen to mention XYZ that knowing might come into play in the question that she asks. In our practicum, last week, I don't remember the details. But Carla was talking about two different fears that she had one had to do, I think with letting down people, and then the other had to do with being big invisible. I asked her a question, how might those two things relate to each other? Part of that is from my experience and my expertise that I know that sometimes when we're scared of being too big, we're also scared, it's going to hurt and offend other people. I didn't say that to her. I didn't consult that. I asked her a question to open up awareness and without being attached to outcomes, see where it wanted to go. As it turned out, she her answer kind of was about that. But it also went in a different direction. If I had been attached to her being like, Oh my God, yes, of course. This relates to that. Right? Exactly. Then I would have been stopped dead in my tracks. Annalise.

39:25

Enjoy. Now this is incredibly helpful. I'm just wondering whether the fourth one could actually be in some cases of filter.

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We want to check our filter for sure like and again, checking our filters doesn't mean we're not using the information from our filters. And this is an important distinction. So we want to check so back to my example with Carla. My filter was checked so I knew that it did didn't necessarily mean that the two were connected, I checked that filter. It's not like I was believing that was the case for everybody. But I still ask the question, because without knowing that that's, that may not be the case. So I checked the filter, but still use the information so that I it. And that put me as the practitioner in the position of not being surprised by a different answer or not being like, Oh, she's just in resistance, right? You know, whatever it is. Does that make sense?

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Yeah, I guess you know, use the information, as you said before, without being attached to the outcome, because if you were attached the outcome, then that would be a filter.

40:41

Exactly. And Marion's putting it really beautifully in the chat, she says, sounds like a difference of leveraging your filter, because you're aware of it, versus imposing your filter. I like that. Okay. Any other thoughts on not being attached to a particular answer or outcome? Before we move on to the next piece? Barbara?

41:11

I just wanted to echo what you were saying about enrollment calls. And a lot of times what I've experienced is people have a paradigm of their clients experiences, and it helps them to, you know, create a container and specific results. And when you say, Well, yeah, I get what you're saying about that. But it doesn't mean this for me. It Like It throws them off, and they are no longer able to help you because they've got this structure in their head about how people are in the world. And you, you don't disagree with the structure, but you don't fit into the narrowness of their box. And so I think that's just really helpful to to make sure. Like, I've just noticed how people expect a certain answer in those enrollment calls. Yes, you can help me No, you can't. You know, I was like, No, there's new IDs here. So I think that, you know, cuz I've, I've had that more of those experiences than being quote, and I'm like, we're not gonna be a fit, because you don't get the nuance of me. So I want to have that. That, you know, I want to hold a container that isn't. Yeah, isn't conditioned to expect a certain response from like, let people be people. Yeah, individuals?

42:46

Absolutely. I'm really glad that you're underscoring that for the enrollment conversations, because you're right, it does come up a lot. And then the the practitioner trying to make the sale tries to fit the prospect into a box. That is not where they need to be or what's going to serve them. Yeah. Thank you. All right. Let's keep on going. So here's the next foundational principle to keep in mind when you are crafting questions. Remember that your client always has a choice. Remember that your client always has a choice. So they may not have the choice they think they have or they want to have. But there is always a choice. So let me give you the best way to illustrate this is to give an example. Let's say, well, and even before I go there, let me say this, this principle is really important because sometimes we can join our client in the unspoken belief that they just have no choice in their situation. There's nothing that can be done. There's no solution, etc. And so we want to always keep top of mind that there's always some kind of choice. So for example, let's say you're working with a client and they're sharing about their children and the mess in the house and they say my kids are complete messes. It doesn't matter what I do, or what I say to them, they just won't clean up and that's that and my house is never going to be clean. So this the client in this situation is coming from a place of not having a choice. They're not coming from a principle of choice. Now, it might be true that no matter what this person says their kids won't clean up

that that that may be true. But so then what does this client have choice about? And how can you use questions to open this up for her? Does she have choice in terms of how she reacts to the mess versus how she responds to the mess? Does she have choice in terms of how she feels? What kinds of questions can you ask? From a philosophy of choice. So in a situation like this, my kids are such messes, it doesn't matter what I've done, they won't clean up, I can't stand it. This is one of those when a situation like that happens, it is so tempting to go into consulting mode, right? Like if you're a parenting coach, you may have amazing tips on how to talk to your kids or set up things in the house. So that chores get done, or whatever it is. There's a moment for that consulting. But see if you can hold off in those moments for a little bit. And ask some questions first. When a client brings a situation up like that, where they don't, they're not coming from a place of choice. The other thing as a practitioner, don't be attached to outcome, right. So the outcome would be like to getting her to a solution on how to get her kids to clean up, there might be a way to get her kids clean up. But that way might not reflect your client's values or how they want to parent. Right? Or there's might not be a way, so don't become attached to outcome. Instead, ask questions from a philosophy of choice. So for example, you might want to ask, you might want to say something like, I hear that you've done a lot to get your kids to clean up and they haven't, and you're frustrated. What would you like to receive around this issue? We want to ask this question anyway, to be able to set the intention, right, we learned that already. But this question also works at opening up the philosophy of choice that there is something in here that the client has choice around? The client might answer this question of, you know, I just want to be seen in my frustration, right? Like, what I want to receive here is I just want to vent, or I just want to know that it's normal to have kids that don't clean up. Or maybe the client wants a solution to the problem. Or maybe she wants a way to move through it. Where she doesn't resent her children.

48:37

So even just asking, what is it that you want to receive around this issue has the potential to create a breakthrough or revelation, because it will open up choices for the client on how they want to move forward, they'll possibly start to see opportunities. Another question you could ask in the scenario that comes from a principle of choice is, what's the growth opportunity for you here? Or where do you have choice? In this situation? You could ask a yes or no question in this case, that could open up philosophy of choice something like Is it true 100% of the time that no matter what you do, your kids won't clean up. So we don't want to kind of get taken away with like, there's nothing to do here. There's no choices. And in order for us to be able to approach our questions with a philosophy of choice We also have to practice it for ourselves. So let me just ask you a couple of questions about this. On a scale of one to 10 How good are you usually at remembering that you have a choice to get in any situation? Are you? Do you go to like, oh, no, I need to work this much. I have to visit my parents, whatever it is. Some of my places where philosophy choice. So for you on a scale of one to 10, how good are you remembering that you have a choice? This is awesome. I'm seeing a lot of high numbers in the chat.

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Yeah, to when triggered, yeah, right. When we get triggered, it's easy to then it's becomes a little the victim archetype too, because that arc tiple energy doesn't feel they have a choice. You know, they

don't feel like they have opportunities. I'm with you on that. What's one specific place in your life right now that you could approach with more of a choice philosophy? What's one specific place in your life right now? Where you could approach with more of a choice philosophy?

52:07

Rachel, I'm going to get to your question or share in one second. So Amy, you're what you're sharing in the chat is really important and right on cue, because I was about to go there next. So Amy is saying in the chat, I often wonder about the connection of privilege and choice. This is a really, really important point. When a practitioner has certain privileges, whether it's a privilege around gender, a privilege around race, a privilege around age, a privilege around education, a privilege around religion, you know, whatever it is, you may have certain choices available to you that if your client doesn't have that privilege, they may not have those choices necessarily available to them. So we want it always like we looked at and listening, we want to always check our filters, and especially when we have a certain privilege and within that support a client to see if and where they do have a choice. Rachel

53:51

Thanks, Donna. I'm hoping I can express my question coherently. Still forming the words in my mind, but I am a parenting coach. So your example, like brought up a question for me, which is Yeah, and and I love I love that question around like, what do you want to receive around this issue? What about those times where clients believe there is no, like, there is no possible solution, but you you can see that there are there are possibilities like how do you kind of honor? Yeah, honor, what they're bringing in their experience and, and also kind of help to offer the support that they might really want, but just believe is impossible?

54:44

Yeah, it's such a great question. So we'll get real much deeper into this when we get to resistance archetypes. But for now, what I'll say is oftentimes means when a client doesn't see that they have that there is a, it's not, it's that's not an experience in a vacuum. It's a it's a patterned response for that individual, where they have certain beliefs or fears, or messaging that seeped inside of them, that says, like, there's nothing, I can't do anything here, either this is just all against me, or like, nothing's gonna work, it's just going to be a bad outcome, I have no power here, etc. And so like on on the simplest, the simplest way to say so, in that situation, part of our job is first, it's so then the process becomes longer, right, we can't just get to seeing what the choice is, we have to support our client to see their patterning and how they might be applying this patterning to the situation, and then maybe do some work around poking holes in some of that patterning. So that things can like open up a little bit for them to even be willing to be in an energetic place of having a choice that might be a new place for them in certain situations. And so will when we get to resistance archetypes, I'll give techniques for that. But for now, tell me if that lands and resonates, it does,

56:30

I'm thinking maybe, like 80 to 90% of the time, it's like people, like clients that I've worked with have been really ready and willing to receive or, like, support around that thing. But they're, uh, yeah, I have come across like, yeah, so I'm pretty new, I have come across a client for whom it was, it did have a bigger, like deeper pattern, that that really would have needed to be addressed for that to be effective.

57:04

Yeah, yeah, you're welcome. And one other thing. I'll just add, sometimes it's a deeper pattern. And then sometimes it can be a fear about that particular situation. If I feel like if I'm not, I mean, the client might not be thinking this, you know, consciously but like, if my kids start cleaning the house and the house is clean, then how am I going to exert control? Or, you know, like, whatever it is, it could, it could also be about a fear of them in the particular situation. Yeah. Yeah, great cues. It's gonna turn a light on. Okay. Okay, let's keep on going some more principles for us to look at for effective breakthrough questions. Be willing to be lovingly bold, be willing to be lovingly bold. We've already looked at this as a principle in a way, in our creating awareness module. When we looked at reflecting hard truths. The same goes in for questions, right, we may see something or want to ask a question, but know that it's, it can be a little stretchy. So in those cases, you want to be willing to be bold, but to deliver that in a loving way. So here's an example of that in questions. Let's say you have a client who shares that they're working all the time, and they're upset that they can't have enough time for themselves, for their family, etc. A good enough question that's not lovingly bold is kind of like a standard coaching question in this situation might be well, what can you do differently? Or what would help you make more time for yourself or your family? Those are good enough questions, you know, they'll get you somewhere for sure. A more of a breakthrough, or more of a bold question might be, at what point did you start making work your top priority? Now, if we're going to ask a bold or lovingly bold question, we want to make sure that we got a solid container with the client, including solid trust. We don't want to ask a lovingly bold question, if a client has come into a session already triggered by something else, you know, if they're not grounded and in the place to receive it. We want to make sure our own energetics are in place, right that we don't have fear or judgment. As we ask the question, we want to deliver it with love.

1:00:40

In a good coaching, Amy's asking with this example, I don't see how it's bold doesn't seem. Amy, can you come voice to voice and share a little bit more? So I want to make sure I answer your questions. Yes,

1:00:57

I just, it doesn't sound like it's that challenging to me. I can imagine more more challenging. Like when I think about the hard truth. They seem a little bit more direct. But that seems like kind of a general question.

1:01:13

So Right. And so it just depends on the client and the full context. So but if you have a client who's like, my kids are so important, and my time for myself is so important. But I all right, to say when did you start making work a top priority that that can be edgy for that

1:01:31

now I get it, because it, it creates the awareness that they've put they prioritize their work over their children? Not daddy. Thank you.

1:01:43

Rhonda, do you want to come up and ask your question too, so I understand.

1:01:54

Hi, um, it's it sounds like you're calling them out on what they're on their crap, really. So the way I reason I put the word judgy. Because I just sounds like to me, it sounds quite pointed. You're basically calling them out. So how do you avoid? How do you put that lovingly part in there?

1:02:18

So some of it is in the energy of your voice, right? So it's, it's less about the words and more about the energetics. So that's the energy in your voice. And like I said, it's the energy in the container. I'm not going to ask a bold question to somebody that I've just met to some but to a client that doesn't trust me yet, to a client that doesn't know that. I think they're amazing and fantastic. And, you know, just in an incredible, invaluable human being, all of those, enter when those energetics are in place, and the client is in the right way, place that day to receive the question. It doesn't, or I shouldn't say never comes off as judgy. But I haven't experienced that once or twice I have and then right and like human beings are messy. And then you may have to like, explain or talk it out, etc. But I wouldn't avoid asking those questions because of it. If you know those conditions that I mentioned, are there in terms of the container? Is that helpful?

1:03:37

It is what you just said was the words aren't necessarily as important, but I almost feel like like there was one super bold question you had a few sessions ago about creating awareness and it was like, Whoa, in your face. I'm, I'm a very, I soften everything. Work around everything. So even. I feel like that question could be softened. But awareness, but not as bolts.

1:04:02

Yeah, you can. So you can also use the reflecting hard truths. You can combine here, you can use the reflecting heart if you feel that that's what the client needs. You say, Okay, can I ask a question and I might not be getting it right. So you'll let me know if this is totally off course. But I'm curious. When did you start making work your top priority so you if for that particular client in that particular moment, you sense they need more of the softening around the edges. You can use Steph definitely soften you can use some of those techniques. What I'd say for you, Aranda is play with it because I don't want you to just eat fault to softening because sometimes a director Question with love is exactly what a client needs, even if they're going to momentarily get upset with you.

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I think I've just had negative responses that people are just like, Oh my I can't even like so then it was it's just a shock factor that I haven't been able to backpedal from perhaps.

1:05:21

Yeah, yeah, I mean definitely as much as you can you want to say, Okay, does the client need it or not? You know, and it's, it's okay, like if you want to soften, but I just will say in cases is helpful for you or anyone, I do sometimes ask a question where in my mind, I'm like, my client might get a little triggered by this question. Right. And I have to be okay with that. Because I'll a little bit of tension within a loving solid, trusting container is not necessarily a bad thing. But you know, every situation is different. So you have to kind of see what works.

1:06:04

Yeah. 99 recognizing that that's my own response in personal situations, as well as the instant backpedaling software and making things better. Okay, thank you.

1:06:15

Yeah, you're welcome. Great question. Okay, so speaking of tension, in a good coaching session, oftentimes, in a good coaching session, there is some tension, either some tension because a client is being confronted, right? Like, I don't know, I mean, that's why our clients also hire us, right? So it's never in a rude way, or a shaming way or right, like everything we just spoke about. But sometimes there's tension because of that. Sometimes you might feel tension because the client doesn't have the answer right away. Clients shouldn't always have the answer to your questions right away, sometimes, yes, right. But not every question. Some of your questions shouldn't stump your clients for a moment. Some of your questions should challenge your client, stretch them, challenge their assumptions. Silence after you ask a question, most of the time is not a bad thing at all, even if for you as a practitioner, like oh my gosh, what have I done, or they don't know where it was? Like, whatever it is, usually, silence is like, Oh, something is something important is happening here. And the question that I just asked.

1:08:00

Okay.

1:08:06

Let's talk about language. For a little bit. I mean, we've been talking about language a lot. But let's kind of get a little bit more focused now and think about language. A couple of principles here. So number one, most of the time, the best questions are succinct. Most of the time, the best questions are succinct. And I smile as I say this, because I am a very wordy person. And I, I, it is not uncommon for me to catch myself in the middle of asking a client a question with a lot of words. And then for me to say, Wait, hold on a second, let me think of a different way to ask this question. And get more succinct with it. Sometimes we need, oh, you know all the words for a question. But especially if you are a more seasoned practitioner, I want to challenge you to start to be more aware and think about how you can

make your questions more succinct. And if it's too hard, in the middle of a session to do that, take time after a session and write out what was a more succinct way or a more clear and direct way that I could have asked that question. Another thing and this is something I catch myself doing sometimes as well. In most cases, it is best to ask one question at a time. You don't stack questions. Every now and again, it makes sense to stack two questions. But in general, ask one question at a time.

1:10:18

When you ask questions and formulate questions, use your clients terminology, use the language that your client uses. Also with the moments of bringing new terminology or new language, and so when a client hears the language that they've used mirrored back in your questions, or even just when you're reflecting, they feel heard and seen. And they feel that you're curious and interested in them, and in their world. So for example, if you've got a client who is married, and they refer to their wife, as their partner, refer to their wife as their partner, not as their wife. That's just one kind of example here. If a client uses a particular phrase, when describing how they feel, you can create awareness like you can just reflect it back or if you're formulating a question, you want to think about using that phrase in a question. So when I say use clients terminology and language, I mean, two things, one, if they've just used it, like they just used a phrase, actually mean three things, or if they consistently use it, like my partner versus my wife. Or if what can also fall under this category of client terminology or language is used their filter, use their filter. So what I mean by that is, if you know that a client loves a certain book, at some point, they mentioned they love a certain book. And you happen to read that book, or even if you didn't, sometimes, like that book could be used as a metaphor in a question. Or if you know that they like a certain celebrity. What would that celebrity do in this situation? Right? That's using the client's terminology and language and filter as well. If you know your client is a yoga teacher, you might use a yoga metaphor in a question, right? Like, if you were to do a handstand in this situation and see things upside down, what would you see here? If you know that your client is a parent that has birthed a child, and that was a meaningful experience for them, use a birth metaphor when you're talking about their business or whatever, you know, what are you birthing, what's going through the canal right now it sounds like you're having I'm forgetting my words, it sounds like you're having contraction pains around this blah, blah, blah, happening. If you know a client has come from a corporate setting, you might use that language, right? Maybe they're starting a business, but you talk about team, right, or the culture, you know, like, there, that's, that's a filter for that. So we want to think about using in questioning and creating awareness just in generally, we want to think about clients language, terminology, filters, and use it. And then also, it can sometimes be really helpful to bring new language in new phrasing and new metaphors in

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sometimes it's something that I'm kind of in the background I'm often asking myself, in my mind is, what concept would be helpful for this client? What concept would be helpful for this client? So for example, we might be talking about how the client is making a change. And the idea of butterflies. metamorphosis is a concept that comes up, right? So I'll integrate that into a question, or reflection, or catastrophic thinking. So sorry about that. I forgot to turn my ringer off for my phone, or catastrophic thinking, right, I

might bring a couple months ago, I was working with a client. And she was just talking about the worst case scenario about everything. And she was saying worst case scenario. I brought in the terminology of, you know, how might catastrophic I forget the exact question, but I think was something like how might catastrophic thinking be impacting you right now? Right? Is it bringing a new concept in? Alright, let me pause there any thoughts or anything that wants to be said, around succinct questions, asking one question at a time, using client language or bringing new concepts and metaphors? Yes, metaphors can be so so helpful. Yeah. And AJ, your whole business is like a metaphor. I love it. Anything that wants to be anything right now more than wants to be set on that we still have a couple of other pieces I want to cover today. Annalise

1:16:39

just understanding really, John are when it's the case to introduce something new rather than perpetrate their filter. When when? What is a hint that you can give?

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That's a really good question. Does anybody have any thoughts on that? I feel like it's mostly intuition. Do you have thoughts on that Annalise? Like, when are times that you have used new terminology versus clients terminology?

1:17:18

Think when I know and this is probably not true with a new client, rather than with, with old clients, I work with clients that I know. And if I see that they actually perpetrate certain pattern, then bring him then out of those, you know, like the yoga teacher will, you know, and just bring in them in a new perspective, I think it will be good. Whereas with a new client, I think just giving them the safety of the fact that they are seen, I think I would use it less.

1:17:52

Yeah, I love that. I think that's one, that's one way to look at it. So for sure, maybe in the beginning of a relationship using client's language even a bit more, although as the relationship goes on, you still want to do that. But the other thing you said is sometimes it can break pattern, right, bringing a new idea or concept in can support a client to break a pattern of thinking or a way that they've been thinking, and then to get a go back to that question that I shared before. Like, is there a concept here that would be really helpful for the client? And then I'll use the the metaphor or language of that concept?

1:18:32

Yeah, good question.

1:18:35

Deva.

1:18:37

I was just thinking about that question, at sat on a lease. I had a client who was really stuck in looping thoughts. And I just brought in some of the language around resistance archetypes, and, you know, the avoidance and self sabotage. And she was like, Oh, my God, that's totally it. And I think bringing in that new language helped to solidify what she was already feeling and sensing that gave it a structure to be able to kind of have more awareness around it.

1:19:11

That's a great example. Thank you. Okay, let's keep on going. Think about word choices. Now. I just want to say I'm giving a lot of if this is starting to feel overwhelming, like oh my gosh, I have to think about a choice principle and think about language. Like all the things right, like I said earlier, let this curriculum meet you where you're at, pick the one or two things that you want to focus on this week. If you're already doing many of these things, pick the next things that are at your edge as we learn it, You're taking it in now it's gonna be there for you as you need it. So think about your word choices. I'll give you some examples. So one word can sometimes make up, even if it's a related word can make a complete difference in the meaning or the landing of a question. So think about these two questions. What would feel empowering for you? Versus what would feel pleasurable for you? How do you know who your friends are? Versus how do you know who your trusted friends are? What can you do to move forward? And by the way, one of these questions isn't better than the other. It's just the right it's the intention of the question, what can you do to move forward? Versus what will you do to move forward? Right? So for example, with that one, if we're getting into strategizing and action steps, and the client, I feel is like, they're ready, like they're rock solid, ready to take action, I'm going to say what will you do to move forward if we're getting into strategizing and the clients still need some time to like seep into Okay, I'm gonna take action on this. Now, I'm going to ask what can you do to move forward? Alright, so picking words always goes back to coaching the what based on the home. So just a couple more examples of that you could be working with two different clients, and they can both be sharing about tense situations at work. And for one of those clients, you might ask, how would you like to resolve this? But for another client, and that same situation, you might ask what would be in integrity here, right? If you know that that's one of their values for yet another client and that same situation, you might ask how can you set aligned boundaries for yourself here? So you want to be conscious of that particular client's goals and priorities? maybe most important, their values and their needs? When you craft certain questions, we'll talk a bit more about values and needs when we get to vision visioning, too.

1:22:44

Think about the tone. When you ask a question, your tone of voice, the pitch or the quality of your voice. Think about your pacing, how fast or slow. You're asking the question. The volume, how louder saw the rhythm, the flow in the melody of the words, one volume or rhythm or pace isn't better than another? It's like what? What's needed in this moment? As a general rule, with exception with some exceptions, don't ask open ended. Sorry, ask open ended questions. Not multiple choice, not yes or no. So as a general rule, ask, and that this is something I'm always working on for myself too. By the way, there are certain moments where a yes or no question is exactly what's needed there. It's usually not. But there are certain moments when a yes or no question is exactly what's needed. And usually, it's in a moment

where a client is ready to make an internal or external decision about something that's a moment for a yes or no question because that yes or no, that they answer is like, a sign to their soul and their psyche and their heart. You know, like all that, like it's an affirmation of their yes or no. Most of the time when practitioners ask yes or no questions when it's not the right moment for it, it's usually a leading question with an agenda. So speaking of which, don't ask leading questions. So here's an example of a leading question. Let's say a client is saying I wish I wouldn't always miss deadlines, and I always miss deadlines at work. I wish I wouldn't miss deadlines. leading question which happens to be a yes or no question is, well, do you think it's because you procrastinate? Is that why you miss your deadlines? An example of not leading question is, why do you think you miss your deadlines? All right, there's a couple of other foundational principles that we didn't get to, but I think I'm going to save them, you'll see them in the resource sheets, but I'm going to save them for next week, so that we can give them the space that they deserve. In the next four minutes, I want to give you some homework and then end with cues and takeaways. So homework, you'll have some resource sheets and worksheets. Also, for those of you that are working with clients, or if you're working with a partner in this program, after your sessions, I think some of you are already doing this. I had shared this with you, but I have we have like a post session assessment form. What did I do? Well, what could I have done differently? What are some questions I could have asked differently, I want to invite you. If you feel called to fill some of those assessments out, after sessions, it's an incredible way to improve your coaching simply by after a session just answering some of those questions.

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I want to invite you to slow down it particularly I know you'll feel it's gonna be easier to do this with your practice partners. If you also have other clients, it's a little harder, but I still want to invite you to do this. Slow down a little bit in your sessions. And take a moment to think about a question before you ask it like take a moment to craft the question in your mind. And you can even say this, I say this to clients sometime. Give me a second, I want to think about how I want to ask this question. And then just kind of give yourself a moment or two. Think about how you want to ask it. If you're working with a partner in this program, focus on questions. So it doesn't mean that you have to ask only questions in your practice session. But in the reflection time afterwards, focus on on questions discuss what questions were asked which questions worked, how you can make some questions better. Alright, there's some cues in the chat. Where's Brenda's asking? Where's that forum? It should be in the member center. There should be I know for sure we have resource sheets for this call. I think there might be a worksheet as well. If they're not in yet. Bretton, they'll be in there by the end of the day. And Elise is asking our why questions always a no, no, no, at least. I think I know what you mean by that. But I just want to make sure can you just explain a little bit more?

1:28:33

Well, just because obviously, if we ask why. We sort of like provoke, like a justification in in the client. So you know, like when I first went to coaching school many years ago, they were like, No, you don't ask why questions. But yeah, but then sometimes. I have asked why questions. And I was wondering, was it a complete like, red line that I shouldn't have crossed? Yeah,

1:29:08

this often comes up in traditional coaching, a lot of traditional coaching. People are trained never ask why questions? So first, I want to remind everybody when I said on our very first call, anything that I share is not like the truth with a capital T you try everything on for yourself and see what's right for you. I was originally trained that way as well. What I've seen over the year and working with clients, at least for myself, is that there are certain times where a why questions can get exactly to the heart of what a client needs to see or learn. There are certain moments where a why question can create Someone to be a little defensive. Right? So we definitely want to be aware of that and the moment and always coach the what based on the who and ask the question based on the who. But at least for me, I don't I have not seen it to be true that as a general rule, never ask a why. Question.

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Thank you, because sometimes I do.

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Yeah, yeah. And so use that like, the feedback, right, like see, did that work? Did it not work or you? Check it out for yourself?

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Thank you, Joanna.

1:30:36

Yeah, you're welcome. All right. Before we wrap please just note for yourself, what what are you taking? I know we looked at a lot of like content pieces but in a bigger way. What are you really taking for yourself today? Or what's a piece that is like really sticking with you from our time together today Barbara, there's other saying there's resource sheets in the member center for you to look over. And then just the feedback form. If you're working with clients, I also mentioned just slowing down to think about crafting your questions. Mike, Glen you're taking away to truly be curious and to lead client less to where I think they should go. Nice. Strengthening your choice philosophy Nice. Being bolder, yes. To not be attached to outcomes. Yes. Not to stack questions. Yeah. Taking time to craft a question and Nina. Nice. Yeah, good. All right, everybody. I'm gonna hang out and read the chat. Enjoy your week. Will it continue next week? I'm gonna turn off the recording but if anybody needs anything, just let me know.