

Association for Coach Training Organizations

Change Your Questions, Change Your *Results*

The Question Thinking™ Advantage for
Successful Coaching

MARILEE ADAMS, PHD OCTOBER 2015

Inquiry Institute and Marilee Adams, Ph.D.

Originator of Question Thinking™ and
Founder of Inquiry Institute



Focus of Today's Conversation

- › Gain new perspectives on coaching that can positively and even transformationally impact your clients' success and satisfaction
- › Expand parameters of ICF Competency #6: Powerful Questioning
- › Explore benefits and practical applications of utilizing Question Thinking perspectives and tools with your coaching clients

What is Question Thinking(QT)?

- › Recognizing thinking as an internal question and answer process
- › Recognizing speaking as external answers to our internal questions
- › Recognizing listening as being framed by the questions we listen with
- › Recognizing behavior as representing external answers to our internal questions

QT is also a system of tools and practices based on this articulation of the nature of thinking.

QT: Two Success Factors Mindsets and Questioning



QT Implications for Coaching

Awareness of Question Thinking deepens our understanding of the thinking that either helps or hinders coachee's experiences and results.

This awareness provides new openings for interventions including asking more powerful questions and empowering coachees to "change their questions and change their lives."

Learning about the Choice Map and the Learner/Judger mindset distinctions fortifies coachees' ability to self-coach and self-manage, including after the completion of coaching.


COPYRIGHT INQUIRY INSTITUTE 2015

What is Mindset?

"The term mindset represents the set of beliefs and assumptions we hold about ourselves, others, and the world."

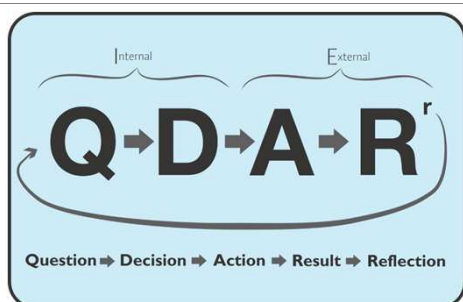
~ Marilee Adams

"When you enter a mindset you enter a new world."

~ Carol S. Dweck


COPYRIGHT INQUIRY INSTITUTE 2015

Relationship of Questions & Results


COPYRIGHT INQUIRY INSTITUTE 2015

Learner and Judger Mindsets

Judger is more:

- Closed-minded
- Certain
- Critical
- Judgmental
- Inflexible
- Siloed
- Problem focused
- Blame oriented

Learner is more:

- Open-minded
- Curious & Creative
- Appreciative
- Accepting
- Flexible
- Collaborative
- Solution focused
- Responsibility oriented


COPYRIGHT INQUIRY INSTITUTE 2015

Learner and Judger Relating

Judger is more:

- Win-Lose relating
- Dismissive, demeaning
- Listen with "Judger ears"
- Separates
- Conflict is destructive
- Seeks to "attack" or is defensive

Learner is more:

- Win-Win relating
- Discerning, accepting
- Listen with "Learner ears"
- Connects
- Conflict is constructive
- Seeks to appreciate, resolve and create

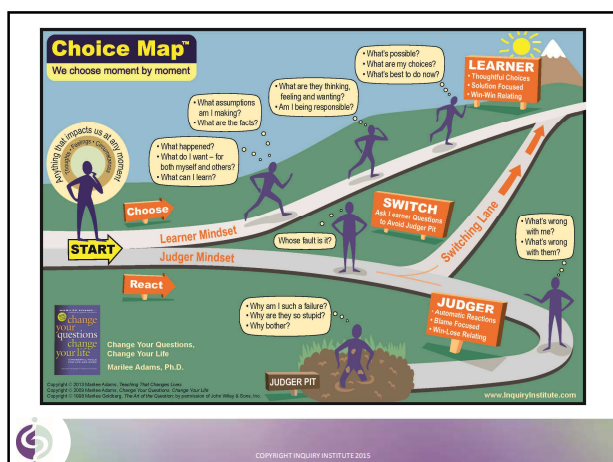

COPYRIGHT INQUIRY INSTITUTE 2015

Learner/Judger Mindsets Summary

The Learner Mindset is more open-minded, curious, flexible, creative and collaborative (solution focused).

The Judger Mindset is more closed-minded, critical, judgmental, and inflexible (problem focused).


COPYRIGHT INQUIRY INSTITUTE 2015



Learner Mindset



The Learner Mindset includes the habit, curiosity, and courage of asking open-minded questions of oneself and others



COPYRIGHT INQUIRY INSTITUTE 2015

Listening with “Judge” Ears and “Learner” Ears



COPYRIGHT INQUIRY INSTITUTE 2015

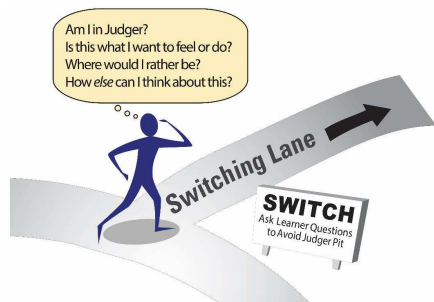
We’re All Recovering Judgers

- › Judger mindset is normal, we all have one!
- › Judger exists for survival and protection.
- › Judger is a habit (we can change habits).
- › Judger gets stronger with stress (HALT).
- › Judger begets Judger. Learner begets Learner
- › There are costs when Judger takes over.
- › Judger=judgmental=compromised judgment
- ›



COPYRIGHT INQUIRY INSTITUTE 2015

Your Switching Questions



COPYRIGHT INQUIRY INSTITUTE 2015

Path to Results

To change results,
change behavior

To change behavior,
change thinking

To change thinking,
change questions

To change questions, change mindset



COPYRIGHT INQUIRY INSTITUTE 2015

Learner Mindset Advantages for Coaching

The Learner Mindset is the Coaching Mindset.

The Learner Mindset also provides a strong foundation for accelerating clients' self-awareness, growth, and success.


COPYRIGHT INQUIRY INSTITUTE 2015

The Question Thinking System for Inquiring Organizations


COPYRIGHT INQUIRY INSTITUTE 2015

Gift for ACTO Coaches

- › We are gifting you one **FREE** two-sided Choice Map download for personal use with the code **TR2015** at the www.InquiryInstitute.com thru November 15th.
- › Additionally, if you want to share the Choice Map with clients, have them go to our website where they can inexpensively download copies.
- › We also invite you to join our learning community by signing up for our newsletter/blog. It has continually updated resources, interviews, stories and information.


COPYRIGHT INQUIRY INSTITUTE 2015


Chief Question Officer Certificate Program

To learn, model and teach, license and incorporate Question Thinking into coach training programs.

2016 Program Dates

March 15-18, – Princeton NJ

May 10-13 – Muskoka Woods Canada

September/October – Princeton NJ

Great results *begin* with great questions!


COPYRIGHT INQUIRY INSTITUTE 2015


www.InquiryInstitute.com

800-250-7823

Marilee Adams, Ph.D.

Connect on LinkedIn here –
<http://www.linkedin.com/in/marileeadams>

Great results *begin* with great questions!


COPYRIGHT INQUIRY INSTITUTE 2015