

Session 5: Listening for Significance (60 min)

[[A common problem with beginning coaches is to make coaching too complicated. We get sound wound up trying to think of the "perfect question" (See the "One True Question" mistake in CQ page 13) that we can't think of *anything* to ask; or we ask some long convoluted question the client can't understand. This session provides a very simple listening and asking technique that can take a conversation to a deeper level--it's amazing how well this works!

You'll begin with some brief input on the [Listening for Significance](#) technique -- how it works and what to listen for. Next, we explore the [Observation and Question](#) technique: a simple way of crafting a coaching question that's based on a significant phrase you heard.]]

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I) *Listening for Significance Input (8 min)*

A) **Learning Objective:** Use the *Listening for Significance* and *Observation and Question* Techniques to deepen the coaching conversation; discover the power of listening when we aren't focused on developing our next question.

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B) What Listening for Significance is:

- 1) *Definition: identifying the the most important thing the person is saying, and then asking about that.*
 - a) It is steering the conversation toward what is most meaningful to the coachee.
 - 2) Refer people to the graphic chart on the PowerPoint with the magnifying glass around the peak.
 - a) Each time you pick the significant place and ask for more, the conversation goes a little deeper.
 - b) This simple technique is very powerful: any coach can quickly take the conversation to a very meaningful place.
 - 3) *What to listen for:*
 - a) What is the person passionate about? Where is the energy in this conversation?
 - b) Where does the voice tone or volume change?
 - c) What words or phrases seem to have deep meaning for the person?
 - d) Where does the person express emotion?
 1. *[[Emotion is a window into the inner being. Emotions contain a lot of information about what is going on inside us, so the are very useful to look at.]]*

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C) The Observation and Question asking technique

- 1) *Definition: repeating a word or phrase the client shares back*