

## More Relevant Resources:

### \*GO-TO PHRASES AND QUESTIONS FOR YOUR BACK POCKET:

*(from John Heron's coaching research)*

#### To confront (not be confrontational)

- I know you've identified \_\_\_\_ as important/something you care about. My observation is \_\_\_\_.
- Here's a disconnect I see...
- Can I push your thinking a little bit around...?

#### To remove a block:

- I heard you use (these words) \_\_\_\_ I wonder...
- Tell me a little bit more about why this is \_\_\_\_ for you?
- What about \_\_\_\_ is hard for you?

#### To draw-out and generate self-discovery:

- When / where have you been successful...?
- What has been challenging about this in the past for you?
- What would success look like for you?

### ALSO:

[Simon Sinek TED Talk](#) ([link to his website here](#))



### Big Takeaways:

- “People don’t buy what you do they buy why you do it.” Lead from your WHY, not your what.
- Remarkable leaders lead from the inside-out. Conventional leaders lead from the outside in.
- Questions to consider:
  - What is the work I am focused on?
  - Why does this matter? Why is it important for my organization?
  - How will we be engaging in the work?
  - What will it actually look like?

*Thank you for taking a minute to join me here! I consider myself a “work in progress,” and as a Coach who supports a lot of folks, I’ve seen predictable patterns emerge over the years. SO, if I can offer some ideas for people to consider before they make the same mistakes I made, I will gladly do so (trust me, I’ve gone down many rabbit holes and had to dig my way out)! Bottom line: I care deeply about supporting people to breakdown barriers and breakthrough to a better tomorrow...ALL in service of feeling more comfortable, clear, and confident. <3 Rachel (loveislove.site)*