

COACHING

Making Decisions

Coaching for Decisions: There are many approaches to making a decision. One might consider the following: alignment, risk/reward, cost, intuition, or team/organizational impact. Understanding an individual's preferred decision style is a great beginning to a coaching conversation.

<p>To begin – start with these simple questions.</p> <ul style="list-style-type: none">• How will you make your decision?• What do you need to know to make your decision?• What factors are important for you to make your decision?	<p>When coaching to move someone toward a decision, the following questions may help them think about moving forward.</p> <ul style="list-style-type: none">• What are the pros and cons?• What feels right to you?• What would happen if you consulted your team?• What fears are influencing this decision?• What would it cost in terms of resources to be successful?• What's the payoff? What are the risks?• Who will benefit from your decision? Who will not benefit?
<p>Helping an individual see different viewpoints of a decision can help them avoid a singular perspective.</p> <ul style="list-style-type: none">• If you know their DiSC inventory, ask about the opposite dimension: What would a "D" do? How would an "S" evaluate this decision?• Thinking about two coworkers, what things would be important to them?• You have invested a lot of time on this project. Imagine if you had no time or money invested. If you could walk away – how would that affect your decision?• Let's create several scenarios that this decision could result in. How does each change your decision?• Who might this decision impact? How will they react to the decision? How does that change what you will do?	<p>Finally, building commitment for the decision will help the individual move forward.</p> <ul style="list-style-type: none">• What concerns do you still have? How will you address these concerns?• You are very busy. We all are. In order to move forward, what will you stop doing to make time for this initiative?• You've made your decision, what might get in your way?• Who might you need to support you as you move forward?