

THE SKILL OF QUESTIONING, PART II

OUTCOME QUESTIONING

New York City Football Club

Session 5 - August 6th 2020





Recap from last session: Precision questioning



Outcome questioning: What and why



How : Coaching to a wellformed outcome (WFO)



DRILL: Coach each other according to the WFO-model



Summary and reflections

AGENDA FOR TODAY



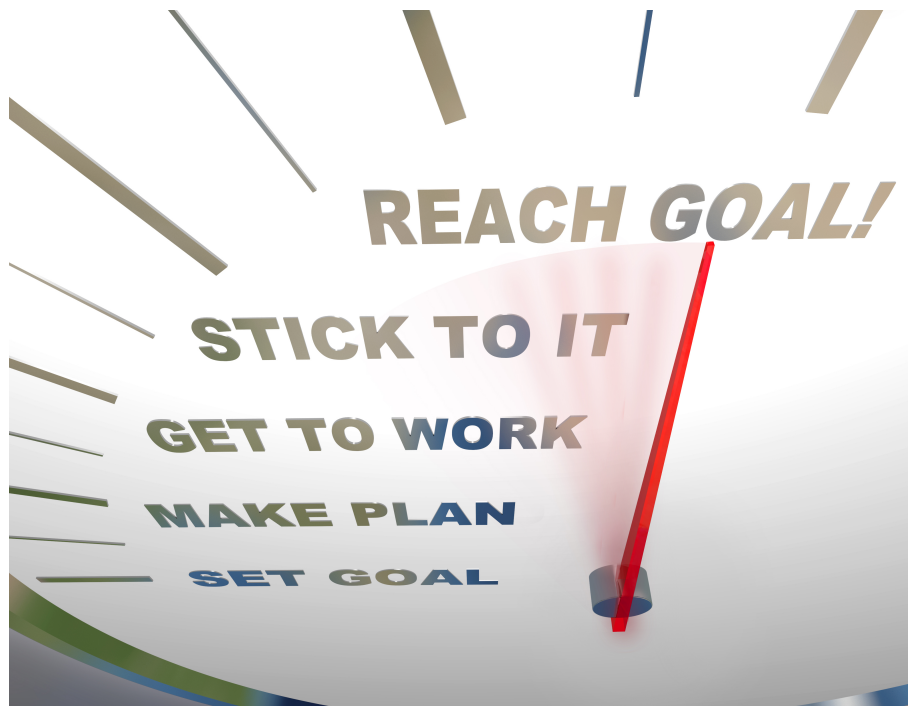


OUTCOME

- **Definition:**
- An outcome is a consequence arising from an action, or alternatively a goal one wishes to achieve.



WHY COACH INSTEAD OF INSTRUCTING?



- To facilitate awareness, clarity, motivation and **ownership**
- To hand the **responsibility** to the player for executing his own plan



**Understand current
state**

Explore desired state

Lay out an action plan

**COACHING TO A
WELLFORMED
OUTCOME**



WHAT IS A WELLFORMED OUTCOME?

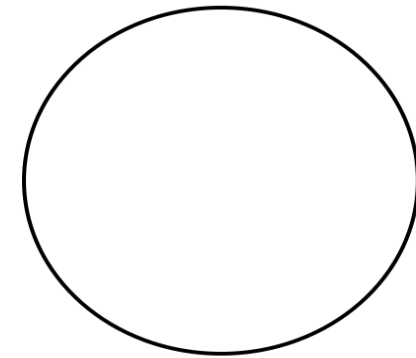
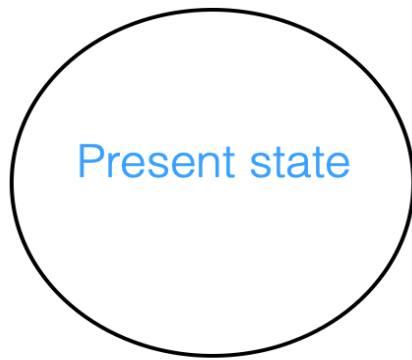
- Be stated in the **positive**
- Be capable of representation in the sensory systems (tangible rather than theoretical)
- Be **possible** and achievable
- Have all the **resources** required or accessible
- Have a defined **time frame**
- Be **ecological** in having consideration for costs and consequences for oneself and others affected.



PRESENT STATE

- **Purpose: Understand how the player views his current situation.**
- Where are you now? What do you have now? How do you see the current situation? What is not working?





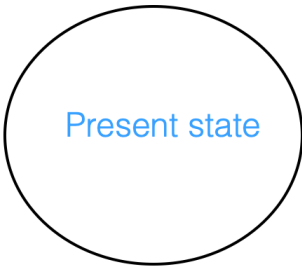
Where are you now?
What do you now have?
How do you see the
current situation?
What is not working?



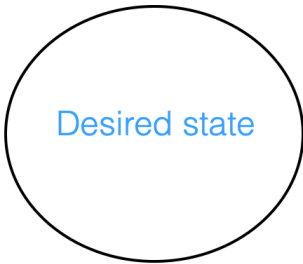
DESIRED STATE

- **Purpose:** Help the player see what the outcome looks like, make it **specific and detailed** – and **sensory based**.





What do you want?
What do you see or hear?
How will you know that you have achieved it?



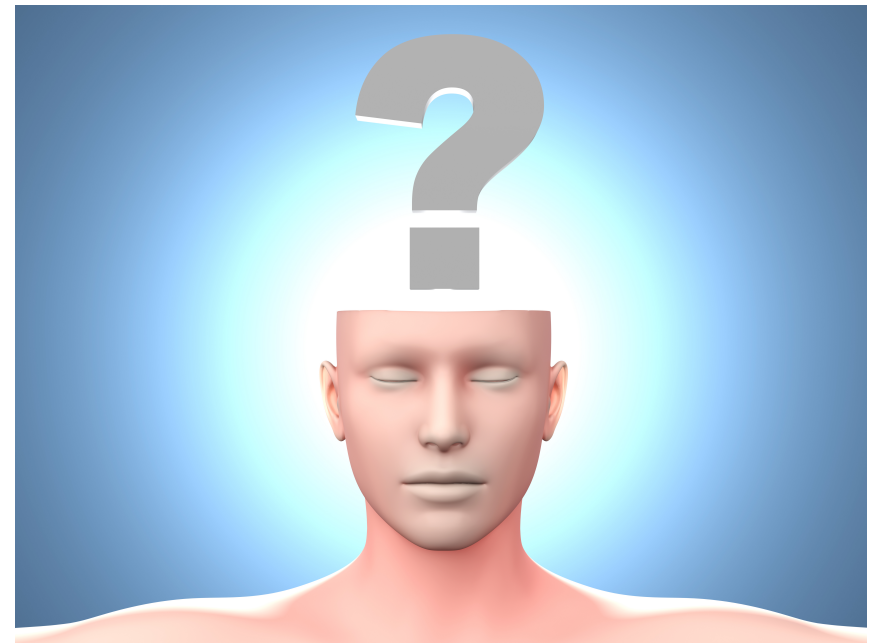
Chunk down with precision questions



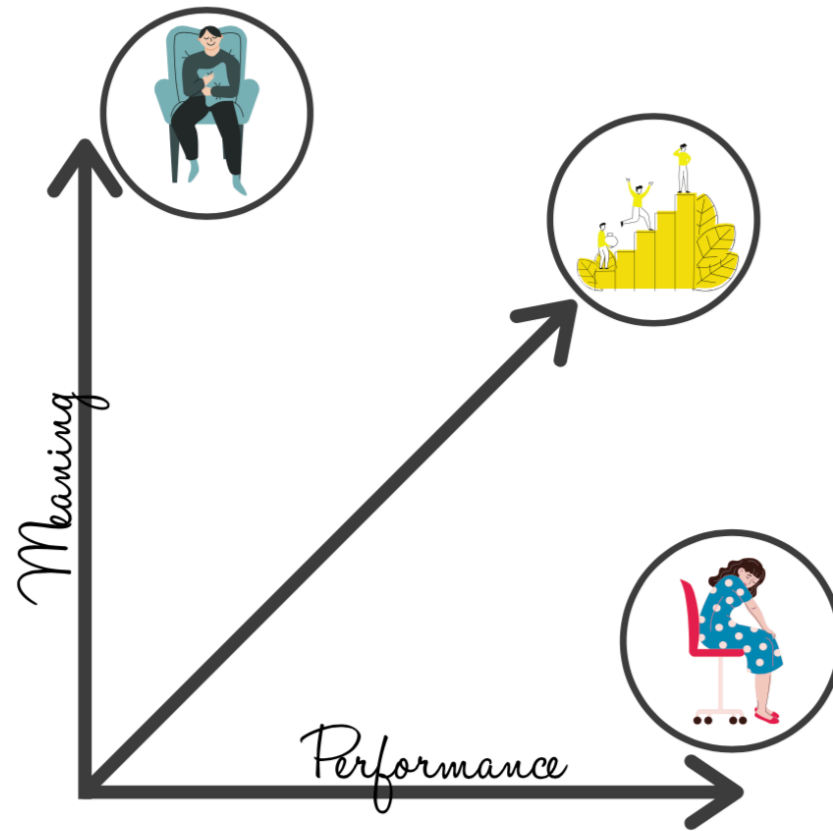
What do you specifically mean by x?
How do you use the word x?
What is your definition of x?

REMEMBER THE PRECISION QUESTIONS

- How do you use the word XXX?
- How do you define the word XXX?
- What do you specifically mean by the word XXX?

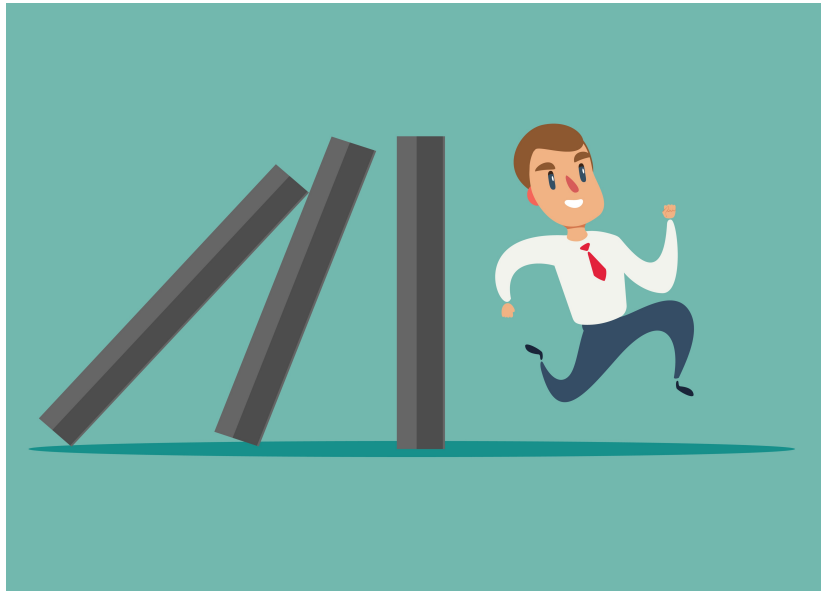


MOTIVATION: THE OUTCOME NEEDS TO BE MEANINGFUL



2 TYPES OF MOTIVATIONAL DIRECTIONS

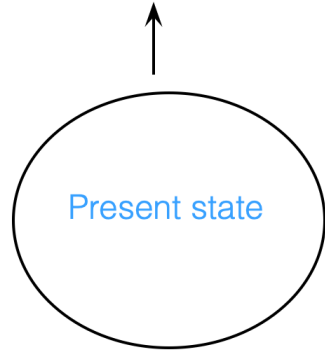
Away from motivated: AVERSION



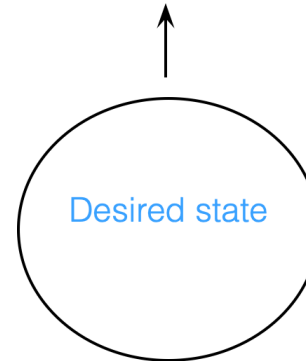
Toward motivated: DESIRE



Away from motivation:
What does this cost you?
What are the negative
consequences of continuing this?



Toward motivation:
Why is this important to you?
What does it give you?
What is valuable about
achieving the outcome?



DRILL: GETTING THE OUTCOME

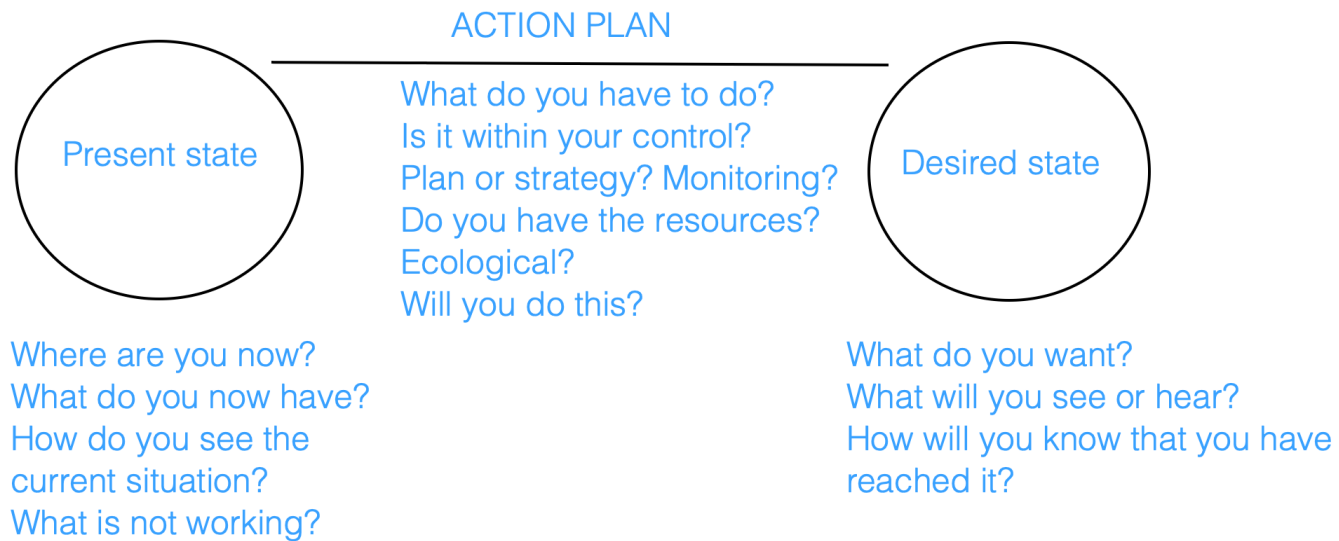
- Have an outcome conversation about your skills as a coach.
- **Where are you now, what do you want, why is that important, and when will you achieve it?**
- Coach each other 20 minutes each way following the structure of the WFO-model



ACTION PLAN

- **What do you need to do?**
- Action
- Power
- Planning
- Resources
- Closure





What is this costing you?
What are the negative consequences if you continue with this?

Why is it important?
What is valuable about achieving the outcome?
What does it give you?

Action plan:

What do you have to do?
Is it within your power?
Do you have the skill?
Have you ever done this before?



Where are you now?
What do you now have?
How do you view current situation?
What is not working?

Do you need a plan/strategy? Stages?
How will you monitor progress?
Could anything stop you?
Do you have the resources?
Is it ecological?
How will you summarize?
Are you clear about plan?
Will you do this?

What do you want?
What do you see, hear?
How will you know you have achieved it?

When will you achieve your outcome?
Where? What context?

DRILL: GETTING THE ACTION PLAN

- **What do you need to do to achieve outcome?**
- Coach each other 20 minutes each way following the WFO-model.



SUMMARY AND REFLECTIONS



- What is one important take away from today's session?
- What is one thing you will practice the following week?

