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**Questions for Reflection and Discussion for the CDI Course:**

**Coaching Conversations for Momentum, Actions and Learning**

One of the best ways to enrich your learning is to reflect on the content of the course, including to affirm what you are doing now and to identify what you might do even better. Think about the following questions. Discuss them with others.

* + - 1. What is a coaching conversation? How does it differ from a coaching session that a professional coach might have with a client?
      2. What is the difference between the term “coach” as referring to a professional coach and “coach” as an activity that a consultant might do with a client when needed? (It’s surprising how often those two terms can cause confusion.)
      3. What does it mean for coaching to be “neutral”? Why is it important to be neutral in a coaching conversation?
      4. What are some situations when a consultant might initiate a coaching conversation with a client?
      5. What are some situations when a client might use a coaching conversation with an employee?
      6. When should a coaching conversation not be used? Why not?
      7. What are some of the benefits of using questions during a coaching conversation?
      8. What are some types of useful questions to pose during a coaching conversation? What types of questions tend not to be best?
      9. What are paraphrasing and reframing? How are they useful in a coaching conversation?
      10. What are some criteria for useful actions that are produced from a coaching conversation? What are some examples of ineffective actions?
      11. How do you define “learning” from a coaching conversation? How do questions cultivate learning during coaching?
      12. What is successful coaching? What might it look like during a coaching conversation?