

## Helpful Coaching Phrases

*(Testing, Collaborating, Reflecting, Exploring, Partnering Not Telling, Selling, or Directing)*

1. Tell me more about that/can you say more?
2. Help me understand your thought process/Walk me through your thought process
3. I'm wondering if it is possible that.../I'm wondering if.../Is it possible that...
4. I have a hypothesis I'd like to check out with you...
5. May I share an observation with you?
6. I have some thoughts about that. Would you like to hear them?
7. I'm noticing a theme here, may I share it?
8. Just shooting from the hip but...
9. I wonder what would happen if...
10. I sense that you are getting frustrated, am I reading that correctly?
11. It sounds like you have concerns about/are nervous about /aren't sure about... Am I reading that correctly?
12. It sounds like...
13. Hmm... Let me digest that for a moment. (When you are totally stuck and have no idea what to say in response to something.)
14. Let's unpack that...
15. This reminds me of something you said last time/earlier/a while ago...
16. When you said xyz, it made me feel abc...
17. When you xyz, I've noticed I tend to abc...
18. I can definitely understand why you'd feel that way/think that... (in response to something someone else did or said or didn't do) Is there any other way you could potentially interpret their behavior/words?
19. I'm wondering if that was really their intention when they said that/did that?
20. I think it would be interesting/helpful to role play this. Would you be open to that?
21. Would you be willing to brainstorm with me...?
22. It sounds like XYZ is on your mind. Do you still want to talk about ABC, or would you rather talk about XYZ right now?
23. Would it be helpful to take some time to reflect/digest...?
24. I get the sense that it may be difficult to see the situation clearly because you are so close to it...
25. I know when that has happened to me, I have felt xyz... I am not sure how you are feeling about it.
26. That is a really tough situation to be in...
27. Unfortunately, there is not a silver bullet solution here. Let's see if we can figure out some path forward that works for you/feels ok/gets you closer to what you want/makes sense
28. You are going to feel what you feel. The question is how are you going to respond to those feelings