

# David C. Hager

*Attorney and Counselor at Law, Mediator and Executive Coach*

Admitted to Law Practice in WA, CA, NY and MI

Suite 255  
321 High School Road NE  
Bainbridge Island, WA 98110

[www.davidhager.com](http://www.davidhager.com)

Tel: (206) 855 9373  
Fax: (775) 245 3804  
[david@davidhager.com](mailto:david@davidhager.com)

## “EVERYDAY COACHING” CHEAT SHEET

1. PREPARE: Do a Personal “Clarity and Intent” Exercise or Conversation
  - The Three Rules of Coaching: Intention, Intention and Intention
2. CONTRACT: Ask for Permission and Agree on The Coaching Relationship
  - “Would you like some coaching on this?”
3. DECLARE Your Commitment and Promises as Coach
  - Commitment that this conversation will make a difference
  - Who I will be for you as coach
    - Examples: Honest, committed, challenging, curious, open, safe, etc.
  - Who I will hold the other to be
    - An Acknowledgement of the “client’s” competence, commitments, courage, willingness, etc.
4. DELIVER: Dance Between the Coaching Roles (or “Hats” if you prefer):
  - Declaring Possibilities
  - Being a Thinking Partner
  - Drawing Others Out/Investigating
  - Practicing Curiosity
  - Listening for Commitments /Competence
  - Re-framing Thinking and Attitudes
  - “Teaching”
  - Identifying Powerful Actions
  - Asking for Commitments to Action
  - Giving Feedback (with permission)
  - Making Challenges
  - Making Invitations

## Sample List of Powerful Investigation Questions

1. What is most important to you (now)?
2. What do you want?
3. What’s really on your mind?
4. What are you most committed to?
5. Where are we?
6. What’s next?
7. Where do you want to go from here?
8. What are you willing to do?
9. What will you ask for/offer?
10. What do you see?
11. What did you learn?
12. What’s stopping you?
13. What will you do and when?
14. What do you think?
15. What can you give up or let go of that would be freeing?
16. What if you were to \_\_\_\_\_?
17. What would make a difference?
18. How can you use this?
19. What is this telling you?
20. If nothing changes, what will happen?
21. What would you like your life/work to look like \_\_\_\_\_ months/years from now?
22. What is the question(s) you keep asking yourself?
23. What’s a better question you can ask?