

SOLUTIONS-FOCUSED COACHING

ORIGINATING FROM A THERAPY-BASED APPLICATION DEvised BY STEVE DE SHAZER AND INSOO KIM BERG, SOLUTIONS-FOCUSED COACHING:

- sees problems as creating the path to the solution - there is no need to analyse the problem and investigate causes, just focus on the solution
- focuses on possible solutions that are hidden inside the problems
- involves asking useful questions to solve the problem rather than offering predetermined solutions
- seeks to 'free' the coachee from negative thought systems and beliefs
- achieves a more rapid generation of solutions and therefore success
- provides the coachee with the tools to adopt solutions-focused thinking to problem solving so that the coachee eventually takes ownership of reaching the solution and can adopt this same approach for future problem solving.

Source: McKergow, M. & Jackson, P.Z. (2006). 'The Solutions Focus: Making Coaching and Change Simple.'

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RATIONALE FOR SOLUTIONS-FOCUSED COACHING

- Non-directive, solutions-focused approach (de Shazer and Berg).
- Doing something different with a desire for a positive approach.
- Synergy between coaching and leadership styles.
- Structured set of principles and tools: OSKAR (*see overleaf*).