

World's Stickiest Learning

Hopefully, the term 'Sticky Learning®'
has intrigued you...

In short, Sticky Learning® is our own unique blueprint that we have developed to help Learners to Realise more of what they have learnt, to be able to Recall more of what they have learnt & to Retain more of what they have learnt. This drastically improves clients' return on investment.



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Caroline: the origin of the words means to free people

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Tip #6

Environment is key.
Make sure to hold your
coaching session in a
quiet space with
no distractions.

#6



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Reminder...

...Finish the
coaching session &
ask for feedback

Asking for feedback will allow you the opportunity to grow and improve as a coach. For more on the benefits of feedback, visit our blog article on 'employee feedback'.

makingbusinessmatter.co.uk/employee-feedback/



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THANK YOU

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6. Pick out the most appropriate questions from the first pile, you don't have to ask them all. We've numbered the cards to keep the stages in order for you, but there's no set order. Your aim is to help the coachee to identify the goals & challenges within this area.
7. Begin asking the questions.
8. Repeat the above steps for the other 3 stages.
9. Finish the session when you have a clear answer in each stage.
10. Your last step is to ask for feedback for yourself as the coach.

Visit our 'How To' page



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10 Simple Steps to Using Your Coaching Cards

1. Book a 30-60 minute meeting with your coachee (that could be yourself).
2. At the start, explain to your coachee that this is a coaching session:
 - This is a new approach to coaching and you are learning so they should bear with you.
 - You will invite them to give you feedback at the end.
 - You will ask them to keep an open mind.
3. Start with the 80 question cards in front of you.
4. Shuffle through and separate your 4 GROW question stages in 4 piles. We've made this easy for you as each stage's cards are a different colour!
5. Begin with the first pile - Goal.

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Darren founded MBM in 2002 and has since been working with suppliers & clients on people development, utilising Sticky Learning ®, to enable people to become the best version of themselves.



"Give a man a fish and you'll feed him for a day, teach a man to fish and you'll feed him for life".

Darren A. Smith | Founder & CEO of MBM
[linkedin.com/in/darrenantonysmith/](https://www.linkedin.com/in/darrenantonysmith/)

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Tip #2

Remember to coach
not tell. Blu-tack a
coaching card to your
desk to remind
you of this.

#2



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Tip #1

Always keep your coaching questions 'open' by starting with Who, What, When, Where, Why or How?



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Tip #4

Remember, the first issue that you encounter from your coachee is rarely the real issue. Dig deeper.



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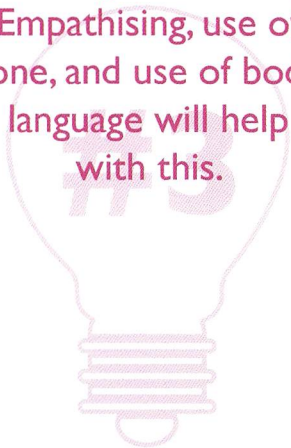
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Tip #3

Rapport is what builds a strong coaching relationship.

Empathising, use of tone, and use of body language will help with this.



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Goal



Reality



Options



Way Forward

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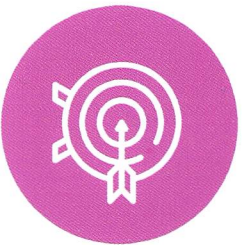
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Goal

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Goal

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Who will be most hindered by this outcome and what will they say?

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Who will celebrate
this outcome and
what will they say?

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Who does this goal
serve and benefit?

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What makes this
vision unique?

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Goal

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What's the difference
between a good,
great and incredible
accomplishment
for you?

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What's the impact
you really, truly
want to create in
this work?

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14
What other possible
outcomes are you
avoiding or ignoring?

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Is this the best
outcome you can
imagine or is there
something greater?

If so what is it?

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Who do you need to
become in order to
succeed here?

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What's the impact
you'll have by
creating this or by
holding back on this?

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What emotions will you need to employ to create the biggest and deepest impact?

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What emotions are driving this goal and how is that helping or hindering you?

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Do you want
this for its own
sake or are you
trying to avoid
something else?

If so what is it?

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What's the benefit
that's hiding in
this problem?

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What might make
the difference
that could
change everything?

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What goals will this
move you closer to
when you achieve
this one?

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What goals do you need to eliminate or put on hold in order to achieve this one?

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How will your goal
actually make
a difference?

And why will anyone care?

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Whose goal is it?

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What difference do
you want to create?

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3. Email the screenshot of your review to helpme@makingbusinessmatter.co.uk and receive a free deck of your choosing!

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What's the Inner-Critic
saying that's keeping
you stuck?

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What do you
believe is missing?

And according to whom?

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Reality

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What's really, deeply
holding you back?

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Reality

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Who in your team
is lifting you up or
pulling you down?

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Reality

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Where do you get
your biggest energy
shifts?

Good and bad?

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Reality

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What does
your normal day
look like?

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What is
already working?

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Reality

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What behaviours
are decreasing
performance?

And who's responsible?

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What behaviours are
improving performance
right now?

And who's responsible?

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Reality

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What are you
pretending you're not
capable of?

(Knowledge/awareness)

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Reality

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Deep down who are
you still blaming for
this issue?

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Reality

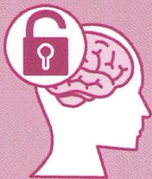
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What are you doing
to get in your
own way?

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Reality

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What challenge/
hurdle/obstacle came
up more than once
in the last 18-months
that you need to
prepare for again?

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Reality

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What are the lessons
that maybe you
haven't realised
are relevant to
this moment?

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Reality

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What have you
been doing to work
on your life, not
just in it?

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Reality

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What are you
procrastinating about
and how are you
justifying the delay?

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Reality

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What secondary gains
do you get from
not changing, and
how is that holding
you back?

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What are you
pretending not
to know?

(Knowledge/awareness)

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Reality

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Who's teaching
you what?

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Reality

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What's perfect
about this moment
right now?

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Options

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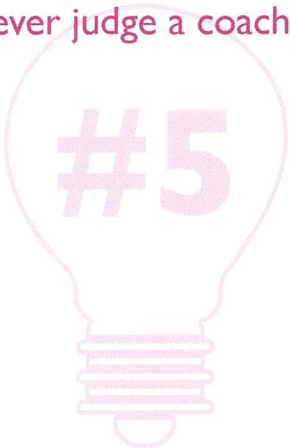
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Tip #5

Being a great coach is about being curious and having an open mind. Never judge a coachee.



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What suggestions does
the Inner-Champion
have to add?

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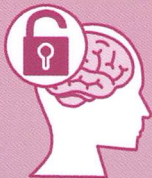
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What previous solutions have you overlooked that could help here?

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Options

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How can you break
this goal down into
smaller activities?

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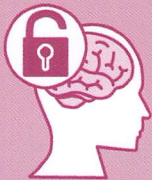
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Where are the top 10,
1% improvements
to be made?

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Options

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What is likely to stop you and what solutions do you need to employ?

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Options

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What would the leader
you wish you were,
do right now?

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Options

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If you looked back at what you did, what actions would you be most proud of?

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Options

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What else would
you tell yourself
to do right now,
5 years from now?

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How will you
transform your
life with this
new knowledge?

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What are you willing
to stop doing to
improve this situation?

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What are you willing
to do to improve
this situation?

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How can you
create more value
with less effort?

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If your life were exclusively oriented around your values, what alternatives would you also come up with?

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What step could
you take that would
make the biggest
difference right now?

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Options

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With an absolute trust
in your success, what
options would you
come up with?

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How can you solve
this problem so it
never comes back?

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How can you
improve this, so it
adds value forever?

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What does your
gut/intuition tell you
is the way forward?

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What solutions
can you find
in the problem?

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What will really
make the biggest
difference here?

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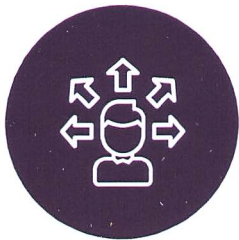
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Way Forward

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What will you do
to make sure you get
back up again?

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Way Forward

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Who would you
like most to tell you
that you succeeded
and why?

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Way Forward

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What can you do to mitigate, minimise or modify any challenges that come up?

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What's the smallest
starting point to get
you going immediately?

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What habit
improvements are
required to move
you forward?

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How can you start
on this quicker?

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How can you focus
on the practice, not
the end result?

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How will you commit
to taking the
next action?

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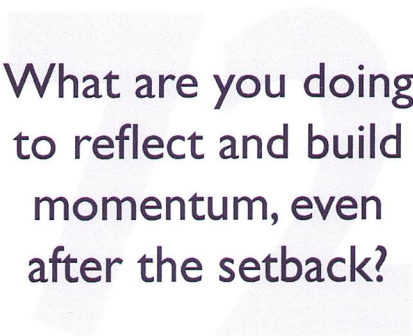
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Way Forward

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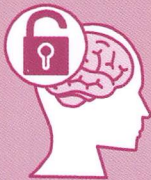
What are you doing
to reflect and build
momentum, even
after the setback?



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What are you doing to
learn in the moment?

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Rather than setting
a deadline, how
are you scheduling
this to happen?

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How can you
celebrate each win
small or large?

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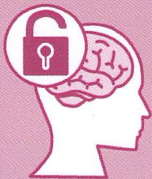
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What can you do
to make this so easy
you can't say no?

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What is the best environment for you to achieve this, and what can you add or include to boost that?



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What are the best
times and days to
get this done?

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How are you going
to make sure you
implement this?

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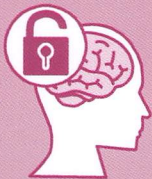
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Instead of either/or
how could you use
more of the options?

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What are you willing
to commit to here?

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What are the
emotional and financial
costs of not taking
the action?

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Which options are giving you energy or draining your energy when you think about them?



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