

Growth Coaching Template

5 powerful growth coaching tools to help your client evolve into the next best version of themselves.

Tool 1

First principle thinking, which is sometimes called reasoning from first principles, is one of the most effective strategies you can employ for breaking down complicated problems and generating original solutions.

Socratic Questioning:

Step 1: Clarifying your thinking and explaining the origins of your ideas.

Questions like, *What exactly do I think?*, *Why do I think this?* Allows us to first build an understanding of where we are operating from. Where our clients are operating from.

Step 2: Challenging assumptions

Questions like, *How do I know this is true?* *What if I thought the opposite?* Creates the dialogue against the otherwise assumed truth, that may have originated from the past.

Step 3: Looking for evidence

Questions like, *How can I back this up?* *What are the sources?* Looking for evidence allows us to back our theory with something that can be rooted, hence creating a narrative around the perspective we have

Step 4: Considering alternative perspectives

Questions like, *What might others think?* *How do I know I am correct?* Is further proof of what we believe to be true or not to be true.

Step 5: Examining consequences and implications

Questions like, *What if I am wrong?* *What are the consequences if I am?* Forces us to think through consequences on either of the beliefs. This encourages considering the consequences on either of the beliefs.

Tool 2

Change Explanatory Styles

Explanatory styles are our internal dialogue that is on at all times, interpreting what is going on in our world. It is a way for our brains to give meaning to every event that happens around us.

There are three primary elements of our explanatory style: permanence, pervasiveness, and personalization.

Think about a big challenge you have right now. Ask yourself

- **Permanence:** Is it likely to continue? Is it permanent or temporary?
- **Pervasiveness:** Is it reflective of your whole life? Is it “universal” or is it “specific” to an episode or event?
- **Personalization:** Am I responsible, or is it someone else's fault?

evercoach
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Tool 3

Self-awareness

Self-awareness is understanding who you are from your lens, and also knowing who the world thinks you are. It's an integration of both.

- Who are you? What are the positive aspects of yourself? (Smart, kind, intelligent, healthy...)
- Now that you have a better understanding of yourself, pick 10 friends or colleagues that you feel really know you, and send them this message:

"Hi there,

I am currently doing a deep dive in understanding myself. In an effort to do so, I can really use your help. If you would take a minute and reply to this message with three characteristics that you see as my strengths, as things that make me someone you might admire. What would those be?

Thank you so much for taking the time to help me here"

When you receive your feedback, think about:

- What are the commonalities between what you think of yourself and how others see you?
- What is a new identity that you want to incorporate in your life? For example, "I want to be someone healthy, who loves to exercise and eat right"
- What are some great questions you can ask yourself in situations where your new identity needs to show up? For example: What would a healthy person eat? How would a healthy person feel about going to the gym?

Tool 4

Questions to elicit a growth mindset

Carol Dweck suggests a series of questions that can activate a growth mindset

- 1 What can I learn from this?
- 2 What steps can I take to help me succeed?
- 3 Do I know the outcome or goal I'm after?
- 4 What information can I gather? And from where?
- 5 Where can I get constructive feedback?
- 6 If I had a plan to be successful at [blank], what might it look like?
- 7 When will I follow through on my plan?
- 8 Where will I follow through on my plan?
- 9 How will I follow through on my plan?
- 10 What did I learn today?
- 11 What mistake did I make that taught me something?
- 12 Is my current learning strategy working? If not, how can I change it?
- 13 What did I try hard today?
- 14 What habits must I develop to continue the gains I've achieved?

Tool 5

Replacement thoughts

Once we learn to identify our client's way of thinking, we can help replace them with words that help them create the reality they want.

In-demand life coach, leader, and NY Times best-selling author, **Christy Whitman**, created a list of the 30 most common language patterns that are keeping you and your clients from success, and how to shift them.

Switch the wiring in your and your clients' brains from lack to abundance by saying these 30 phrases instead:



What NOT to say	What to say instead
I can't afford	It's not a financial priority for me right now.
I don't want...	I prefer...
I can't wait to...	I look forward to...
I have to	I get to...
I should	Do I want to... what are my options?
I shouldn't have	I learned X from that
Always	Sometimes, often, seldom
Don't...	Focus on what you do want.
Try	I have the ability to...
The Problem Is...	There is always a solution...
I missed you	It's so great to see you. I appreciated...

Labeling yourself or others	"I am" followed by a positive statement
I'm exhausted/tired	I want to rest
Blaming: It's his/her/their fault	I take responsibility for...
It is what it is	It's what I choose to make it
But	And
Need to	Want to, choose to, desire to
Criticism	Self-love, self-acceptance
You-when talking about yourself	I
Hope	I know
Not, No	I desire...
No	That does not work for me, or the timing is not good for me right now.
I hate	I prefer...
Explaining	I feel this way, I appreciate X
If you would X, I would be happy	I would really appreciate if
What's wrong with...	What I would prefer...
Excuses	I really want to have, do or be
Exaggerate	This is what I make it...
It's not fair...	I receive what I allow and give my attention to
Never give up	Keep going