

Healthier Working Relationships: Coach & Challenge Prompt

If you or a colleague have become part of a relationship where there is conflict, these prompting questions may be helpful. The most important things any of us can do are:

- just to listen
- use questions wisely
- try to avoid giving advice (unless someone specifically asks for this)

These questions can be used in any order, but generally it may be helpful to use this:

Can you describe the situation?

What else is useful for you to share?

Can you describe how you feel about the situation?

What do you feel about the behaviour of others? What do you feel about your own behavior?

What would success look and feel like for you?

What else might success look/feel like for you in 3-6 months?

What would help to move things on for you?

What actions are within your control/influence that you can take?

If you had the chance to rewind the clock, what one thing would you do to prevent the situation getting to where it is?

Can you do anything about this now?

What choices/options do you have? What are the consequences for each of these?

What are the upsides and downsides of each of these?

NB – it may be helpful to share the options as part of the approach to Healthier Working Relationships if there is limited awareness of these

So what are you going to do now?

What will you do? How likely will you do this/these?

How do you want to check progress against your actions?

What support do you need? What date will you review your progress and what steps are you going to take to review your progress?

