



FOLLOW UP NOTES

“Solutions focus approaches work best with people who engage in the process”

I would like to share a portion of my own notes from Paul Z. Jackson guest presentation on Solutions-Focused coaching:

Three central concerns of SF coaching:

1. *What desirable thing does a person want?* (note: this should be desirable, not the avoidance or fixing of something undesirable. Also, this is not necessarily a goal. It could be an aspiration—even an unattainable one—toward which they want to work. In this way, SF side-steps the trap of perfectionism)
2. *What resources do they possess?* (note: resource is broadly understood and could include strengths, social support, experience/expertise, and many others.)
3. *What might happen next?* (note: SF is pragmatic and encourages small step experimentation. In this way, SF is more learn-as-you-go and improvisational than the traditional plan and implement approach)

A coach's relationship with “tools”:

1. *A coach should have conceptual/factual knowledge:* They should be able to define a tool, understand what it is and what it does. Perhaps also they should understand the mechanisms by which it works.
2. *A coach should know how to use it:* This means that coaches should have basic competency in how to implement a tool. At a more advanced level, they might understand how to modify a tool.
3. *A coach should know when to use it, and when not to:* Coaches need to develop timing. Over time, they get a sense for when a particular tool might work and with whom. What's more, they learn to abandon it when it is not working.