Reflective Feedback

"Words reflect potential."

Engaging in executive coaching is a transformative journey that empowers leaders to reflect deeply, embrace growth, and enhance their impact. This tool is designed to support coaches in fostering meaningful conversations and unlocking the full potential of their clients. By incorporating thoughtfully crafted value statements, clarifying questions, and reflective prompts, coaches can create an environment where insights flourish, challenges are reframed, and sustainable change is achieved.

---

1. Value Statements

Value statements are used to affirm and recognize the strengths and positive contributions of the individual. These statements should be specific, personalized, and aligned with observable behaviors or outcomes.

Examples:

1. *(Name)*, your energy and enthusiasm for crafting a plan was inspiring to the team and truly set a collaborative tone for the discussion.
2. It is evident you believe you and your team are capable of achieving your goals and making a positive impact on those around you.
3. *Your dedication to the application of this work holds up a valuable measure of accountability for this learning that is truly inspiring others to act.*
4. *It is evident that you possess the strength and resilience to overcome any challenge that comes your way.*
5. *(Name)*, when you said, "___," it seemed to offer *(team member or stakeholder's name)* the opportunity to shift their conceptual thinking and see the situation differently.

6. Your approach to breaking down the problem into manageable steps demonstrates exceptional clarity and leadership.
7. *(Name)*, the way you actively listened to *(individual's name)* made them feel heard and validated, which strengthened trust in you.
8. *(Name)*, it is evident you hold yourself to a high standard of excellence and are continually striving to hone your craft.

---

2. Clarifying Questions

Clarifying questions help ensure mutual understanding and alignment. They provide a foundation for reflective discussions by uncovering definitions, intentions, and processes.

Examples:

1. What format will you be using for the tool or framework you mentioned?
2. What does "___" mean in your system or organizational context?
3. What specific outcomes are you aiming to achieve with this approach?
4. How does this align with the broader organizational strategy or goals?

---

3. Reflective Questions

Reflective questions encourage deeper self-awareness, learning, and growth. They prompt clients to analyze their actions, beliefs, and assumptions, leading to meaningful insights.

Examples:

1. What potential might you see in asking your team what they truly want from the situation?
2. When you have a similar conversation again, what do you think you may want to try differently?
3. What next steps are you thinking would be evolutionary for your client's or team's progress?
4. What are you paying attention to in your coaching or leadership to draw out ideas from others?
5. Knowing you are intentional in your decisions, what influences your next steps as a coach or a leader?
6. What assumptions or beliefs were at play for the person or team in your conversation?
7. What emotions were present in the interaction, and how did they shape the outcomes?
8. Knowing you value the perceptions of others as you lead this work, in what ways do you think your team's perspective has shifted as a result of your coaching or leadership?
9. If you were to summarize the key learning from this experience, what would it be?

10. Knowing you value your team members owning their determined actions, how do you discern the application of directive guidance with fostering autonomy in your coaching or leadership?
11. What insights have you gained about yourself through this process?

How to Use This Tool as a Coach

1. **Preparation:** Familiarize yourself with the client's goals, challenges, and context before the coaching session.
2. **Engagement:** Use value statements during the session to build rapport and affirm positive behaviors.
3. **Exploration:** Incorporate clarifying questions to guide discussions and uncover deeper insights.
4. **Reflection:** Encourage clients to engage with reflective questions throughout the conversation and post-session as part of their personal development.
5. **Customization:** Adapt the statements and questions to suit the specific needs and language of your client.

Through the integration of these elements, coaches can create a coaching environment that fosters trust, growth, and transformation. This holistic approach not only builds stronger connections between coach and client but also empowers clients to unlock their full potential. By focusing on meaningful engagement, clarifying intentions, and fostering self-reflection, you pave the way for lasting personal and professional development. In turn, this contributes to cultivating a culture of continuous improvement and innovation within their teams and organizations.

"Effective coaching is like a mirror and a compass—reflecting insights that help others see themselves clearly, while guiding them toward clarity, purpose, and transformation."

Citations/References:

1. ChatGPT editing, personal communication, January 10, 2025
2. Ideas adapted from Results Coaching Global by Kathy Kee.