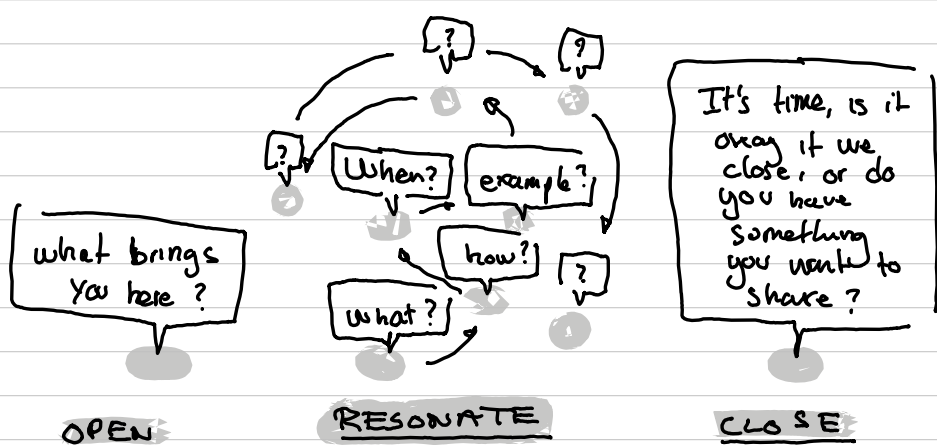


What is an idelectical coaching conversation?

In short: it's an explorative coaching method where the coach builds on the words of the coachee and asks concrete, short questions without reframing, synthesis, modeling or association.



OPEN

RESONATE

CLOSE

Ask on words that resonate

- ✓ short
- ✓ concrete
- x why
- x association
- x mandate

Context

These days I'm following a course in didactics which gives me the chance to see how others teach, coach and interact with learners.

In one of these courses I learned about idelectic by Andreas Cincera.

My two cents

The goal of an idelectic conversation is to help the coachee explore a topic without being forced into one goal. The coach asks short, concrete and clarifying questions often starting with "how, what, when, who, etc.". Each question re-uses the language of the person as a basis.

Here are a few key differences with other coaching styles:

- open goal: this is an explorative mode.
- no reframe: the coach doesn't reframe and translate into his language. Instead he sticks with the language used by the coachee.
- word economical: the questions of the coach are by design short
- no why: the "why" question is avoided, as it's done by some hostage negotiators, as it puts people in defensive mode.

I plan to use this as an introduction to coaching sessions by asking coachees if they would be open to first explore the topic that brings them to the coaching through questions.

Then if other approaches are still needed I'll use those.

What the experts say

Here is how the creators of this method describe it:
xxx

And here is a model that summarizes how it works:
xxx

Backstage of this article

This article was illustrated and written by hand on a refurbished Remarkable II tablet. The handwritten text was converted into typed text using the connect service by Remarkable. If you are curious you can download the original note below.