

Coaching for Resiliency/Attendees Coaching Questions CDAA ACDA Conference 2015

8 Dimensions of Resilience (developed by Jeffrey & Lindsay Russell, Russell Consulting, Inc.)

1. Feel self-assured

What is the level of your confidence when dealing with challenges? What will you tell your practicum supervisor you are an expert in? What is your long term objective?

Tell me about a time you solved a problem that came up un-expectedly?

Tell me about a time when you overcame a big obstacle? What are some things you are good at? What are your biggest successes in your life so far? What is your greatest talent?

What positive traits do you bring to an employer?

Can you give me an example of you feeling sense of self-esteem? What are your hopes for the future?

Where do you see yourself in today's world of change? How do you feel about your current situation?

When have you had something bad that turned into something good? Talk to me about building self-assurance. One thing can imagine possible for you? Overcome a setback, negative, or unexpected event? Tell about something you do well? What are you looking for moving forward? What would your tombstone say? What's possible for you? What is the best part of this circumstance that you can look forward to? If the stars aligned what would you choose to spend next year doing?

Give me an example of a time you felt you were experiencing a challenge? What made it hard? How did you get through? And what was end result?

2. Create a Personal Vision

Imagine you have a clear vision of the future, describe what you see? What sort of things do you dream about? What do you want people to say about you? Based on what we have talked about, what is the most compelling, inspiring part that will drive you forward?

What do you want to achieve by the end of your program?

What are you proud of? If you had no limits, what would you like to accomplish?

Visual and describe your ideal future? If you could have a super power what would it be, and how would you use it? What do you want your legacy to be? What do you believe in?

What are your top ten values? Where do you yourself in 5 years? What do you want to be 5 years from now? High Heels or work boots?

When you look back at your life what did you have to do to get there?

What do you feel strongly about? What do you need to deal better with when it comes to adversity?

Vision yourself, in one year from now, what would that look like?

What motivates you? What are your beliefs?

Do you have an idea of what you like? How do you cope with stress? What would you like to be your legacy? If you could do anything, what would be your dream job?

3. Be Flexible

Tell me when you couldn't do what you wanted to? What is one thing you learned yesterday that changed how you think about something? What other industries do are you drawn to? How do you react to changing situations? Give me an example of how you adapted well in a tough situation? What challenges have you faced in the past? How did you respond to them? How did you move forward? What is your PLAN B? Where can you be most flexible right now? What needs to happen to be flexible in this situation? What did you learn yesterday? How? What are your short term objectives? Do you have another plan? How do you handle change? What do you do to adapt to change? How does it work for you? If I told you to share a story about change, what did you do? Tell me about a time that you had to manage change that was difficult? What skills did you use or how did you adapt? What is your dream, and what do you want to accomplish? Can you think of 10 ways to use your MS excel training in your personal life? What would you do if you weren't afraid? What are your must haves when you leave home?

4. Get Organized

What things do you do every day without thinking about it? What supports do you have/use to get through the tough times? Tell me about your most recent success and how planning factored into that? How do you plan your Sundays? Tell me of a situation when you organized something well? What did you do? Walk me through the steps you needed to use to organize? What three things can you do today that will help move you into the direction you want to go? What is your next, first, step? What structures work for you? How do you set goals? What step do you need to take to reach your goal? How do you plan your day? How will you get this "step" "action" done? How would you plan out your career? What do you need to do? What do you do to keep yourself organized? On track? What do you feel is the first step in achieving your goal? How do you manage _ _ _ _ ? How do you remain calm in stressful situations? What is your next step to achieve your goal? What's next? What are you prepared to do to get there? What would be your first step? How do you plan out your day?

5. Be able to solve problems

Your lost in the woods but can have 5 things with you, what are your 5? Who have you enjoyed working with, why? How will you manage setbacks if things don't unfold as they should? Who is someone that can assist you with your issues? Who encourages you the most? When have you had to ask others for help to succeed? What is holding you back? What have you failed at was a turning point for you to succeed in a different way? Who is in your support system, how can they help or support? If your best friend was in this circumstance what would you tell them? Who can you talk to? To help you gain insight to solve this problem? How will you react if you don't receive a promotion you are hoping for? If this does not work out....then what? What do you see as the possibilities and challenges? Do you foresee any obstacles to getting to your goal? How would you overcome these challenges? What has worked in the past? Who could help you solve your problem? Who inspires you? What are you

strengths to help you overcome anticipated problems? Tell me of a workplace challenge and how you dealt with it?

6. Be socially competent

What did you do yesterday to make yourself laugh? What three things are you in control of? What types of skills do you bring? What makes you giggle when you think about yourself? Who do you admire and why? Name a pet peeve you have, and name something about yourself you don't admire? Who can you talk with to gain some clarity? Tell me something funny about you? How do you take care of yourself? What kind words would you say to your best friend if they were having the same problem as you? You just won one million dollars! But you have to give it away...who do you give it to? What would your coworkers and employers say about you? Can you laugh at yourself? Can you give me an example? What is one strength you bring to this situation? What makes you laugh? Can you make this FUN?

7. Get connected

Have you giving someone a compliment today? Who do you need on your team? Who is encouraging in your life? Do you have people to call when you feel low? How do you connect with others? Who do you need to connect about this? Who can recharge your batteries? What can you say to someone to authentically compliment them? Who in your life do you think is truly happy and why? Who is on your team? What groups are you connected with? How do your friends and family support you? Who can you count on for support? Do you volunteer? How can you help someone have a better day?

8. Be Proactive

What is the last step you took to closer to your goal; next step? What is a change you see coming and how can you prepare for it? What motivates you to keep moving forward? What has been successful for you? What three companies can you contact in the next week that is in your target areas? What can you do first? Name one thing? What are your next steps? What is on your bucket list? What can you be to respond to change? What can you do to take action? Time me about a time when you felt really good about improving or changing something for the better? Can you think of one thing you will do for yourself and your health today? What do you need to celebrate? What can you do now? If you have a five year plan what can you do this week to start?