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COACHING

The Wellspring of Powerful Questions Part 1

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A powerful coaching question is one that challenges the perception about one's self, or one's reality.

Such a question comes from deep listening to the coachee's private logic and it is never the same question that we asked a previous coachee (and worked so well!).

What is private logic?

Private logic is made up of a way of subjective thinking and beliefs that a person has about the world and themselves.

Private logic develops in early childhood, and is made up of conclusions that a child makes about himself and about life, based on his impressions using his own creativity. Starting from early childhood, people make up assumptions about reality. They don't check whether they are correct or not, they act *as if* they were true.

Therefore our assumptions about reality replace reality. Based on assumptions, people develop expectations about the future.

For example, if a child assumes that he is not good in math, he expects to fail. Since people behave according to their assumptions about reality and their expectations about the future, it is likely that this child who thinks that he isn't good in math, and expects to fail in this subject, will choose not to make an effort and not to invest in the subject.

This **behavior** will produce a failure that will affirm the assumption he had. This will strengthen his initial assumption: "I was right!"

Private logic is not aware of the person himself: people are convinced that the way they see the world, is the objective reality and is agreed upon by everybody else (or at least should be agreed by everyone else). People think that their private logic is common sense, and if others don't agree with them, they are illogical.

Private logic is the only thought foundation that we act on.

Listening to private logic

Coaching is based on the assumption, that if a person will change the mental (thought) foundation that they act upon, he will be able to see more options/possibilities in reality than what he has seen before, develop new expectations and hopes for the future, act courageously and consistently to fulfill his goals.

Expansion of thought frame is done through listening to private logic and asking questions. Simply said, private logic consists of answers to the following questions:

- What is the world (reality)?
- Who am I?
- What needs to happen for me to feel that I am valuable and belong in the world?
- What do I need to be careful of?
- How life should be?



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Who am I?

In coaching, we strive to change the persons perception about himself. We do this by deep listening to the strengths, abilities and creative power of the coachee.

If the coach was able to listen and reflect back to the coachee that he is a unique, creative, resourceful and whole person by virtue of his very existence, the coachee will feel encouraged and will have the courage to take the risks that are involved in embarking on the coaching journey, way beyond his comfort zone (and the limitations of her private logic).

In Adlerian coaching, one of the ways through which we reflect strengths is by using childhood memories. It's hard for the coachee to ignore their own strengths when they clearly appear in their own early memories.

It's important to emphasize the fact that just because people are more than what they think and are able to be more than what they exhibit today, doesn't turn them into super heroes that are able to do anything. Coaches must be realistic about the coachee's abilities and possibilities in reality. There is a "freedom to choose" that is not the same as "free choice".

What needs to happen for me to feel that I'm valuable and I belong in the world?

This is the most critical question, because what the person defines as belonging and value, becomes the central goal in his life.

For example, if a person feels that only if everybody loves him will he have a place in the world, he can be trained for years to be assertive or take care of himself, but he will not be able to advance until he widens his condition from "everybody has to love me" to "not everybody has to love me all the time".

The answer to the question "what needs to happen in order for me to feel that I have a value and I belong in the world?" is the mother of all paradigms.

The world is

What do I need to be careful of?

Women are....

Men are...

Money is....

Power is....

What is right?

What is forbidden?

What is possible?

If, for example, a person sees the world as dangerous, this assumption will lead to certain thoughts (interpretations of reality), feelings and behaviors.

If, on the other hand, a person sees the world as an amusement park, all his thinking frames, feelings and actions will be organized accordingly.

A coach needs to listen deeply to the perception of reality and the world that arises from the coachee's answers. Coaches should strive to widen the coachee's understanding which will lead to broadened view of the world, one that is dangerous, amusement park and anything else.



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מכון אדלר

המכון ע"ש אלפרד אדלר בישראל
העמותה להדרכה, ייעוץ, הוראה וטיפול (ע"ר)

How life should be?

In order to understand a person's fantasy about how life should be (but is not), we can ask him to describe a wonderful or peak event. People feel wonderful when all their conditions for being valued and belonging are met.

The listening to "how life should be" is very important in coaching because sometimes a person defines this picture as "his vision".

Vision, is not necessarily when all our conditions for happiness are met, but rather, the space where we fulfill our destiny, live universal and personal values, and contribute to others.