

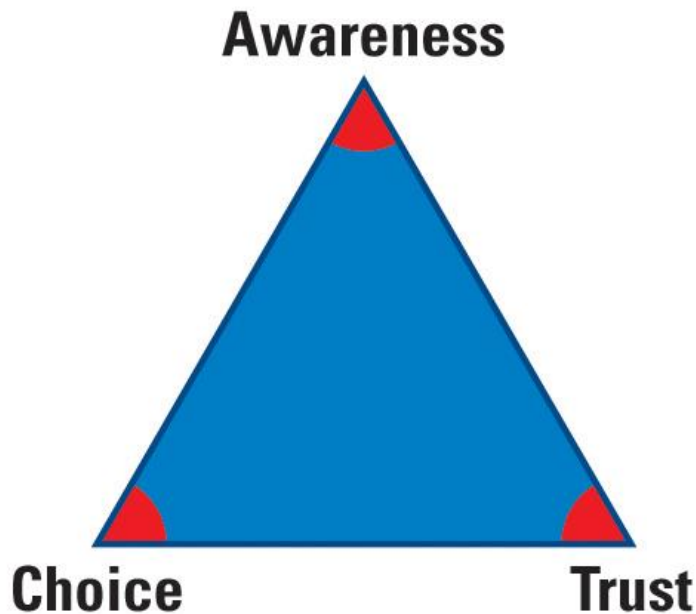


## Tool 5

# Mentor-Coaching: Inquiry-Based Conversations

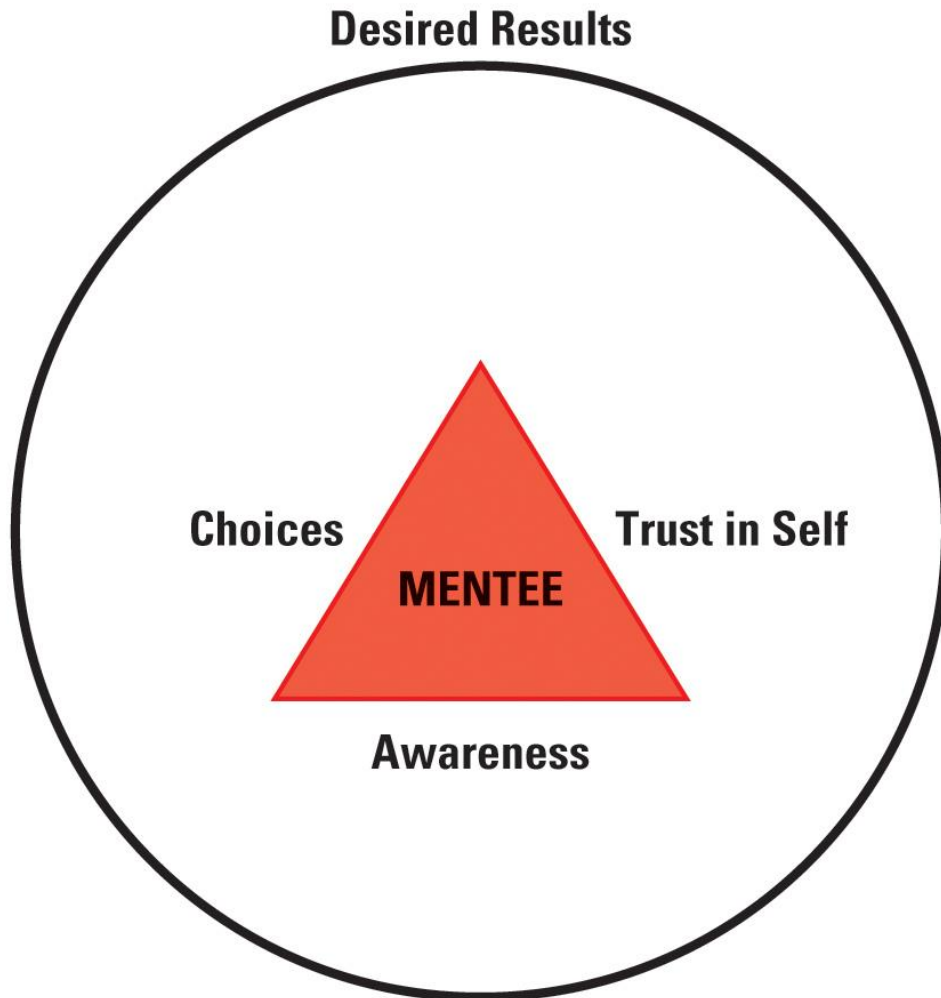
### The Impact of Powerful Questions

The diagrams that follow (adapted from Gallwey, 2000, shown in Figure 7.1) illustrate what happens when we ask powerful questions that extend or expand the mentee's capacity to move toward their desired result or change. (WMMC, p. 148)

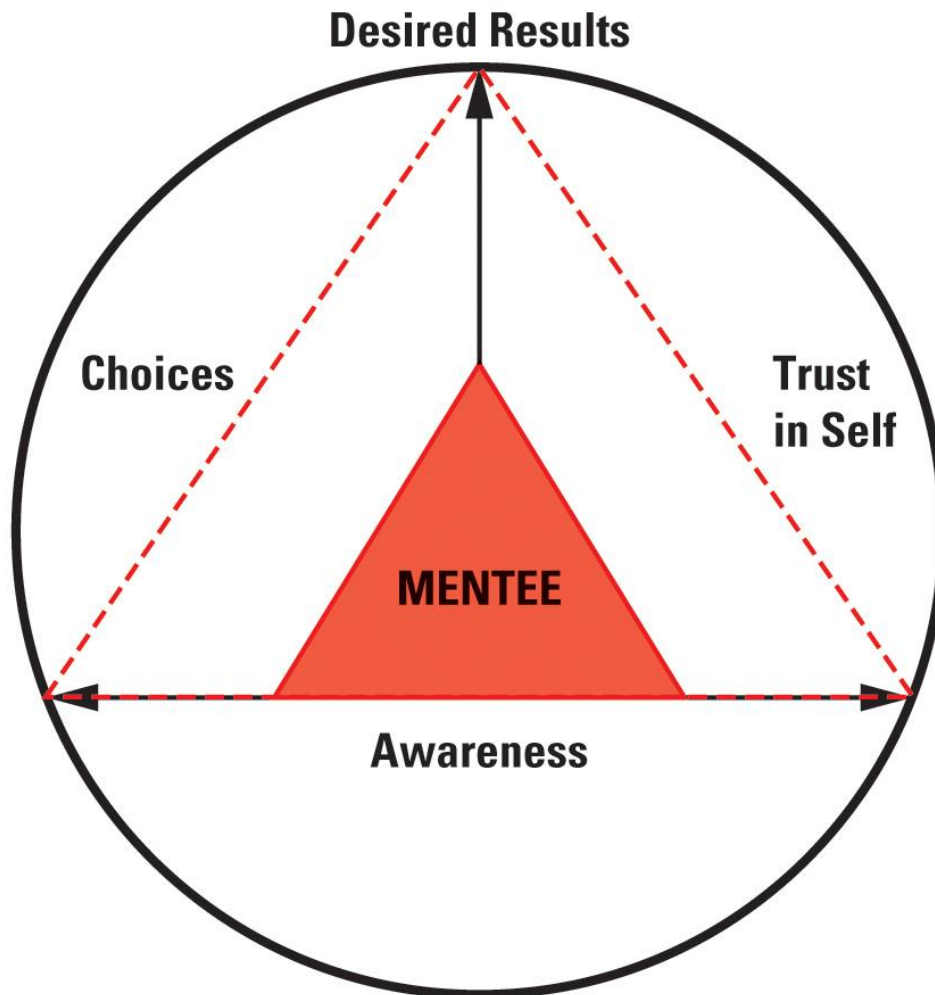


**Figure 7.1** As an educator, Gallwey offers this diagram to illustrate the relevance and interconnectedness of three fundamental aspects of learning and growth: awareness, choice, and trust. What has inspired us is the notion that, through inquiry, the mentor-coach supports change in the mentee by expanding these three critical and interconnected pieces.

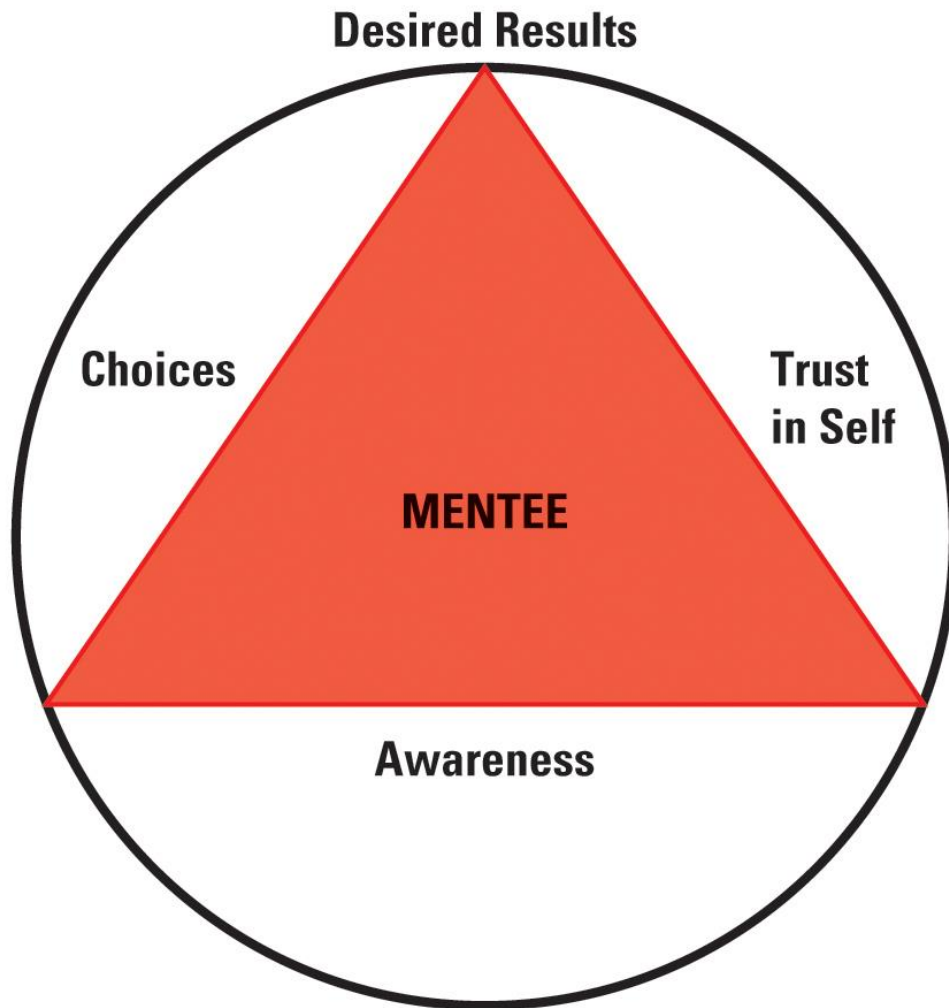
Source: "Awareness: The Light of Focused Attention [figure]" from THE INNER GAME OF WORK by W. Timothy Gallwey, copyright © 1999 by W. Timothy Gallwey. Used by permission of Random House, an imprint and division of Penguin Random House LLC. All rights reserved.



**Figure 7.2** The triangle represents the mentee and the agenda they bring to the conversation. The base of the triangle represents the mentee’s level of awareness regarding the focus of the agenda; the left side, the choices that they believe exist as a result of their level of awareness; and the right side, the trust they have in themselves to move or step into the required choices.



**Figure 7.3** When we use the inquiring stance to support the mentee in expanding their awareness, there is an equal and proportionate increase in the mentee's choices and trust in self. With inquiry at the core, the mentee's awareness, choices, and trust in self all expand out toward the mentee's desired results.



**Figure 7.4** As we ask impactful questions, we co-create—with and within the mentee—an expanded frame of reference that supports the mentee in growing toward their desired result.

Figures 7.1 to 7.4 serve as a powerful visual to help both the mentor-coach and the mentee remember that mentor-coaching conversations are always about new awareness and understanding.

Through asking questions, the mentor-coach works with the mentee to engage, access, and expand their capacities, in service of the desired result or lasting change they want. In-depth inquiry helps to create greater attention and intention within the mentee, one conversation at a time.