



Person	Questions	Answers
Coach	<i>"What would be your boldest hope as to the outcome of today's meeting?"</i>	
Client		<i>"That I can regain joy in and with my work."</i>
Coach	<i>"I understand - this is very important! You said ‚regain‘: How did you experience your work when you were still happy to be there? "</i>	
Client		<i>"Well, that was a few years ago: back then I received praise and recognition for my work, but today that is probably no longer common."</i>
Coach	<i>"You call it 'praise and appreciation': let's assume your boss would be here with us now and I would ask him what he thinks is good about your work - what do you think he would say?"</i>	
Client		<i>"Difficult to say, he would probably mention my reliability and structured way of working. Because I love to prioritize the tasks assigned to me and to tackle them in a planned manner."</i>
Coach	<i>"Wow, I can only congratulate him on an employee like you: what do you think he would say, what he wants from you, maybe something that you could do more or differently?"</i>	
Client		<i>"He would probably chop around again that, from his point of view, I paid too little attention to working with my colleagues"</i>
Coach	<i>"I see - what do you think he would want from you instead?"</i>	
Client		<i>"That I should involve my colleagues more in my work plans - but that only costs me more time, which I don't have anyway."</i>
Coach	<i>"How would he react if you - just hypothetically - accepted this additional effort and consciously paid attention to the involvement of your colleagues in your next or current project?"</i>	
Client		<i>"He would probably be less grumpy and dismissive of me."</i>



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Coach	<i>"What do you think you would instead be able to observe in his behavior towards you?"</i>	
Client		<i>"He would probably smile sometimes or stop at my desk for a short small talk."</i>
Coach	<i>"If you visualize this situation at your desk: what do you think would you notice, what you would do differently, compared to nowadays?"</i>	
Client		<i>"I would probably smile too, would be more balanced and kind to him."</i>
Coach	<i>"That's very interesting: would your colleagues notice your different behavior, too?"</i>	
Client		<i>"Yes, certainly, they would probably be more willing to speak to me, since they would not have to worry about disturbing me in my work."</i>
Coach	<i>„I understand: on a scale from 1 to 10, where 1 stands for 'I have no appreciation and recognition at all' and 10 for 'my work is always valued and recognized' - where do you think you are today?"</i>	
Client		<i>"Maximum at 3, if at all."</i>
Coach	<i>"Wow, what happens that you are already at a 3?"</i>	
Client		<i>"Well, that's not a lot, but at least I got an email from my boss last week in which he commented positively on the current status of my project."</i>
Coach	<i>"I'm pleased for you: and where do you think you would be on this scale when you think back to the scene you described, in which your boss stops by at your desk for a small talk?"</i>	
Client		<i>"That was just hypothetical, but that would be at least an 8."</i>
Coach	<i>"Would you be at your goal then, I mean with an 8?"</i>	
Client		<i>"Absolutely, a 7 would also be enough for me."</i>



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Coach	<i>"Great - I'm glad to hear! What will you do differently in your work tomorrow so that you can see a small progress from your 3 - for example towards a 3.5?"</i>	
Client		<i>"Perhaps I could invite my colleagues to a meeting in which I would present the current status of my project and then discuss the next steps with their contributions. If we then presented this to our boss, he would definitely react positively."</i>
Coach	<i>"Congratulations: that sounds like a wonderful plan, I'm sure you are on the right path with it!"</i>	