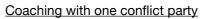
Dialogue "coach - client"



Person	Questions	Answers
Coach	"What would be your boldest hope as to the outcome of today's meeting?"	
Client		"That I can regain joy in and with my work."
Coach	"I understand - this is very important! You said ,regain': How did you experience your work when you were still happy to be there? "	
Client		"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."
Coach	"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?"	
Client		"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."
Coach	"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?"	
Client		"He would probably chop around again that, from his point of view, I paid too little attention to working with my colleagues"
Coach	"I see - what do you think he would want from you instead?"	
Client		"That I should involve my colleagues more in my work plans - but that only costs me more time, which I don't have anyway."
Coach	"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?"	
Client		"He would probably be less grumpy and dismissive of me."

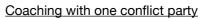
Dialogue "coach - client"





Person	Questions	Answers
Coach	"What do you think you would instead be able to observe in his behavior towards you?"	
Client		"He would probably smile sometimes or stop at my desk for a short small talk."
Coach	"If you visualize this situation at your desk: what do you think would you notice, what you would do differently, compared to nowadays?"	
Client		"I would probably smile too, would be more balanced and kind to him."
Coach	"That's very interesting: would your colleagues notice your different behavior, too?"	
Client		"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."
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		"Maximum at 3, if at all."
Coach	"Wow, what happens that you are already at a 3?"	
Client		"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."
Coach	"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?"	
Client		"That was just hypothetical, but that would be at least an 8."
Coach	"Would you be at your goal then, I mean with an 8?"	
Client		"Absolutely, a 7 would also be enough for me."

Dialogue "coach - client"





Person	Questions	Answers
Coach	"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?"	
Client		"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."
Coach	"Congratulations: that sounds like a wonderful plan, I'm sure you are on the right path with it!"	