

Coaching Cubes

A positive coaching tool to promote productive discussions



Explore new areas of discussion with Coaching Cubes by Appreciating Change. These dice feature positive coaching questions and are great for promoting discussion and unblocking stuck conversations with your coachees.

One of the most effective techniques to help someone develop their own thinking is to ask them questions. Good questions prompt new thoughts, bring previous experiences to bear on present dilemmas, shed new light on the issue, and prompt plans for action. This activity consists of six coloured, soft cubes with positive coaching questions on them. The cubes are designed to be rolled as dice, with each cube having its own theme relating to the coaching process, generating random questions.

The themes are as follows:

- The **Green** cube explores positive aspects of someone's work and life.
- The **Blue** cube identifies people important to the situation.
- The **Orange** cube creates shifts in perspective to throw new light on the topic.
- The **Yellow** cube illuminates ideas, values and energy.
- The **Purple** cube creates movement, facilitating energised action.
- The **Red** cube clarifies first steps.

Some examples of uses for Coaching Cubes:

- **To support the coaching process from beginning to end** - The cubes can be used to shape a whole coaching session from 'exploring the positives' with the Green cube right through to 'deciding on actions' with the Red cube.
- **To facilitate self-coaching and engaging** - Want to work on an issue of your own? Roll a cube and answer the question, roll another. Make notes on the thinking and ideas generated as you go. You will soon experience a shift in your thinking and new ways forward will begin to appear.
- **To help someone relax into the process** - Perhaps you are working with someone who finds the intensity of one-to-one coaching uncomfortable. Using the cubes as dice gives them something to handle and focus on, while lessening the requirement for eye contact.
- **To get a session moving again** - If the conversation runs into a dead end, roll all the dice, look at the six questions together and ask your client 'which of these are you most drawn to engage with right now?' and pretty soon you will find yourself back in a productive place.
- **To move on from 'why don't you', 'yes but' conversations** - Even the most experienced coaches occasionally find themselves being drawn into this unfruitful exchange. Break the cycle by rolling the dice and asking questions that don't contain any advice!



To add COACHING CUBES to your resource library: