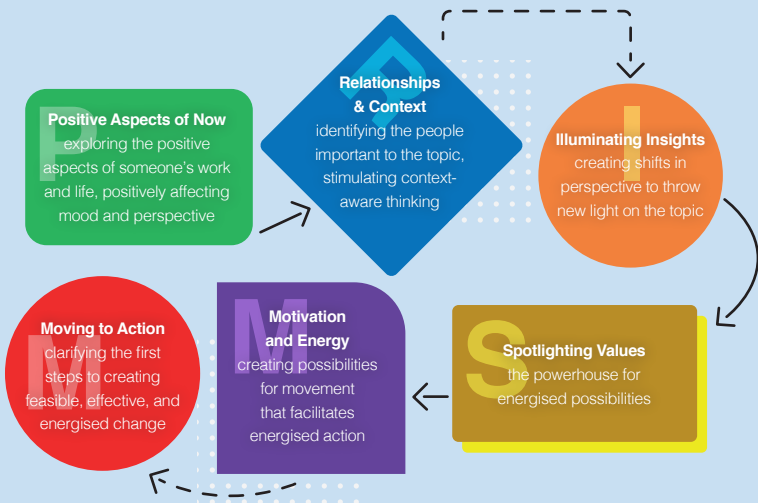


The PRISMM Model

COACHING
CUBES

The PRISMM coaching model combines systemic consulting, appreciative inquiry and positive psychology to create a powerful coaching process. A colourful, tactile, innovative addition to any coach's kit, they can be used with individuals or with groups.



Using your Coaching Cubes

The cubes are designed to be versatile. Here are seven suggestions for when and how you can use the Coaching Cubes to add value to the coaching process

1) To support the coaching process from beginning to end

The cubes can be used to shape a whole coaching session from 'positive aspects of now' with the Green cube right through to 'moving to action' with the Red cube. This will take you through the PRISMM coaching process. Alternatively, at any point in the conversation, they can be used separately or all together, revealing a choice of 1-6 questions at each 'throw'.

2) To facilitate self-coaching

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.

3) 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.

4) To promote ownership of the process

Actively involve the person you are working with. Let them select which dice to roll or question to answer to encourage active participation and engagement.

5) To support peer coaching or coaching skills training

The coaching cubes offer an instant resource to inexperienced or trainee coaches. One of the hardest coaching skills to learn is that of developing generative questions. By using the cubes the participants can access thirty-six useful questions.

6) 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.

7) To move on from 'Why don't you?' and '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!