

## NWHPEC Book Study Guide

### The Coaching Habit – Michael Bungay Stanier

We'll use the loose agenda below to help the conversation flow. Be prepared to discuss what stood out for you, share the learning from trying a new habit, listen to other's perspectives, and break into groups to practice the questions. Don't worry if you're not 100% prepared. We will PDCA along the way and make the necessary tweaks to ensure our time is value-added.

| Session   | Reading  | Pages             | Agenda/Discussion   | Additional Resources   |
|---|--|-------------------|---|--|
| <b>Session 1</b><br><b>Wednesday</b><br><b>January 13th</b> | Intro<br>You Need a Coaching Habit<br>How to Build a Habit                         | 1 – 14<br>15 - 27 | <ul style="list-style-type: none"> <li>• Participant intros</li> <li>• Book study format (you help decide)</li> <li>• Frequency (weekly/bi-weekly)</li> <li>• Recap of chapters</li> <li>• Recap of video (see resources)</li> </ul>  | Watch: How to Build Rock-Solid Habits (Parts <a href="#">1</a> , <a href="#">2</a> , & <a href="#">3</a> ) (~ 13 min)<br><br>Optional: Short ebook: <a href="#">The 6 ½ Habit Gurus</a>                              |
| <b>Session 2</b><br><b>January 20th</b>                     | Question Masterclass Part 1<br>- The Kickstart Question:<br>“What’s on your mind?” | 29 - 48           | <ul style="list-style-type: none"> <li>• ‘Ask one question’ habit (pg 31); we’ll reflect on your experience.</li> <li>• Why the Kickstart question?</li> <li>• Coaching for Development vs Coaching for Performance</li> <li>• 3Ps</li> <li>• What is your new habit? (pg 44)</li> <li>• Open practice – What’s on Your Mind</li> </ul>                         | Watch: <a href="#">How to Ask a Great Question</a> (8:36 min)<br>Watch: Starting Strong: <a href="#">What’s on Your Mind</a> (1:41 min)<br><br>Optional: <a href="#">Matt May podcast</a> – Flawed Thinking (30 min) |
| <b>Session 3</b><br><b>January 27th</b>                     | Question Masterclass Part 2<br>- The Awe Question:<br>“And what else?”             | 49 - 72           | <ul style="list-style-type: none"> <li>• ‘I’ve got this question to ask’ habit (pg 52); we’ll reflect on your experience.</li> <li>• The Advice Monster – where does this come into play for you?</li> <li>• How does “and what else” improve the conversation?</li> <li>• What is your new habit? (pg 66)</li> <li>• Open practice – And what else?</li> </ul> | Watch: <a href="#">The One Question that Rules Them All</a> (8:53 min)<br><br>Optional: <a href="#">Dan Coyle podcast</a> – The Talent Code (23:49 min)  |

## NWHPEC Book Study Guide

### The Coaching Habit – Michael Bungay Stanier

| Session                                  | Reading   | Pages     | Agenda/Discussion  | Additional Resources  |
|--|---|-----------|--|---|
| <b>Session 4</b><br><b>February 3rd</b>  | Question Masterclass Part 3<br>- The Focus Question:<br><b>“what is the real challenge here for you?”</b>                 | 73 - 98   | <ul style="list-style-type: none"> <li>• ‘I’ve got this answer’ habit (pg 76); we’ll reflect on your experience.</li> <li>• Three sets of questions &amp; how they work.</li> <li>• What vs Why</li> <li>• What is your new habit? (pg 94)</li> <li>• Open Practice using what + the focus question.</li> </ul>  | Watch: <a href="#">How to Help Your Team Find Focus</a> (15:52 min)   |
| <b>Session 5</b><br><b>February 10th</b> | Question Masterclass Part 4<br>- An Irresistible 1-2-3<br>- The Foundation Question:<br><b>“What do you really want?”</b> | 99 - 126  | <ul style="list-style-type: none"> <li>• ‘I’m tempted to ask why’ habit (pg 102); we’ll reflect on your experience.</li> <li>• Do you need the backstory?</li> <li>• The impact of the first three questions. Open practice.</li> <li>• Are you really understanding the need vs want?</li> <li>• Neuroscience of Engagement (remind you of Dan Miller &amp; 3H?)</li> <li>• TERA</li> <li>• Open Practice exercise</li> <li>• What is your new habit? (pg 123)</li> </ul> | Watch: <a href="#">The TERA Quotient</a> (18:16 min)  |
| <b>Session 6</b><br><b>February 17th</b> | Question Masterclass Part 5<br>- The Lazy Question:<br><b>“How can I help?”</b>   | 127 - 152 | <ul style="list-style-type: none"> <li>• ‘Silence &amp; don’t answer’ habit (pg 130/147); we’ll reflect on your experience.</li> <li>• Drama Triangle</li> <li>• Don’t be the “Rescuer”</li> <li>• Open Practice exercise</li> <li>• What is your new habit? (pg 147)</li> </ul>   | Watch: <a href="#">How to be More Helpful (Rather than “Helpful”)</a> (13:40 min)<br><br>Optional: watch Drama Triangle recap <a href="#">Overview</a> , <a href="#">Victim</a> , <a href="#">Rescuer</a> , <a href="#">Persecutor</a> (~ 5-6 min each) |

## NWHPEC Book Study Guide

### The Coaching Habit – Michael Bungay Stanier

| Session                                  | Reading  | Pages     | Agenda/Discussion  | Additional Resources  |
|--|--|-----------|--|---|
| <b>Session 7</b><br><b>February 24th</b> | Question Masterclass Part 6<br>- The Strategy Question:<br><b>“If you are saying Yes to this, what are you saying No to?”</b>  | 153 - 178 | <ul style="list-style-type: none"> <li>• ‘Listening’ habit (pg 156); we’ll reflect on your experience.</li> <li>• What could being fully committed to the idea look like?</li> <li>• Saying yes slowly</li> <li>• 3Ps</li> <li>• How often have you used this technique? What did you learn?</li> <li>• What other strategic questions have you used successfully?</li> <li>• Open Practice exercise</li> <li>• What is your new habit? (pg 174)</li> </ul>  | Watch: <a href="#">Rapid-Fire Strategic Thinking, Planning, &amp; Doing</a> (22 min)<br>Watch: <a href="#">How to Say No (When you Can’t Say No)</a> (4:51 min)<br><br>Optional: <a href="#">Bill Jensen podcast</a> – Simplicity Survival (27:53 min)<br>Optional: <a href="#">Roger Martin podcast</a> – The Design of Business (29:30 min) |
| <b>Session 8</b><br><b>March 3rd</b>     | Question Masterclass Part 7<br>- The Learning Question:<br><b>“What was most useful to you?”</b><br><br>Question Masterclass Part 8<br>- Use Every Channel to Ask a Question | 179 - 212 | <ul style="list-style-type: none"> <li>• ‘Not rushing’ habit (pg 182); we’ll reflect on your experience.</li> <li>• What have you heard in answers?</li> <li>• How do you create space for learning moments?</li> <li>• The power in “for you”</li> <li>• The two key takeaways: makes it personal &amp; gives you feedback</li> <li>• Open Practice exercise</li> <li>• What is your new habit? (pg 195)</li> <li>• ‘Taming the Advice Monster’ habit (pg 204)</li> <li>• What is one thing you will do differently moving forward? What will hold you accountable?</li> <li>• Book study format feedback.</li> </ul> | Watch: <a href="#">Make it Stick</a> (2:31 min)<br><br><br><br><br><br><br><br><br><br>Optional: <a href="#">Dan Pink podcast</a> – The Changing World of Work (24:50 min)  |