COACHING SKILL: UNCONDITIONALLY CONSTRUCTIVE

INTRODUCTION
There is a way to speak with your clients that is respectful and totally supportive, yet direct and developmental. Even when speaking straight, you can be what's called Unconditionally Constructive which means that everything out of your mouth forwards and loves the client; never diminishing or comparing them to others or the past. This is quite a skill to master.

APPLICATION
Be Unconditionally Constructive:
1. Always.

WHY THIS WORKS
A coach is a very positive influence and the space between coach and client is a necessarily sensitive and often vulnerable one. Being Unconditionally Constructive honors this magical space.

FORMULA
say **all** there is to say directly + be positive = unconditionally constructive

PLEASE DON'T
Don't hide behind this advanced skill and not say what needs to be said: You can always apologize later.

PHRASING/EXAMPLES
"Really. Wow. Listen, I've been meaning to ask you..."
"That reminds me..."
"How would you feel about working on X for 90 days?"
"I want you to handle something..."
"I want you to work in a different direction...."
"Can we move on from this conversation?"
"What's at the bottom of what you're saying is...."

STEPS
Here are some tips on being Unconditionally Constructive:
1. Always point to the positive part of the client or situation.
2. Never compare results, progress or the client with what was or who they are. Comparing is insulting and diminishing, even if you might think it to be helpful. It's not.
3. Link what is happening, good or bad, to who the person is.
This empowers a person vs overwhelming them. This said, make sure that you still call a spade a spade, point out the problems, make big requests for change, etc. Don't hide!

BOTTOM LINE
Being Unconditionally Constructive forces the coach to phrase all there is to say from a very, very high place.