

Coaching & Mentoring

Scaling

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Decision making – Clarity – Reflective Practice



Target Audience & Background

- In coaching and mentoring it is good practice to be aware of the inner workings, feelings, emotions and experience
- It can be quite demanding to measure experience and feelings as well as expressing them
- Scaling can be used to measure and express feelings, emotions and rate experience subjectively
- Scaling can be used in a variety of contexts and situations, it is easy to use and helps to create clarity around a challenge or issue

- #KnowThyself #scaling #clarity #feelings #emotions



Description of Intervention

- **Scaling:** Use a scale from 1 to 10 where
 - 10 represents the best, complete solution of an issue or problem
 - 1 represents the problem or issue at its worst
- Ask your coachee/mentee:
 - to rate an experience,
 - how they are feeling,
 - How likely it is that they implement a solution/move forward



Example

- **Ask your coachee/mentee:** On a scale from 1-10: where are you today? (Alternative: How are you doing today? How did it go?)

- Your **coachee/mentee** might answer: 4



- You could **explore:** What does a 4 look like? What would a 5 look like? Where would you like to be? What would help you to get where you want to be? What's stopping you?
- **Follow-up** with concrete action: What do you need to do to get from a 4 to 5? What else can you think of? Who else might be able to help?
- **Tip:** Try to avoid huge leaps, think small steps! In our example:
how can you move from a 4 to 5?



What next?

- **At the end of a session:** Ask your coachee/mentee:
On a scale from 1 – 10 how likely is that you follow up on the action points we discussed?
 - 1 represents “Over my dead body” and
 - 10 represents “I am utterly committed to this”,
 - You may want to invite your coachee/mentee to share their experience prior to your next session
- **Reflection:** Invite your coachee/mentee to reflect on their experience using scaling.
- **Reflective questions:** What went well? Where do you see room for improvement? What else could you do/think? Who else might be able and willing to help you?
- **Limitations:** Scaling does not deliver exact results. Scaling can be a starting point for a dialogue or a point for reflection on a concrete experience.



Scaling is a good way to start and end a conversation. Scaling can be used in a coaching/mentoring environment but also to gather self-insights.



Further reading:

Cox, E., Bachkirova, T. and Clutterbuck, D. (eds) (2018) *The complete handbook of coaching*. Third edn. Los Angeles: SAGE.

Garvey, B. and Stokes, P. (2022) *Coaching and mentoring : theory and practice*. Fourth edn. London: SAGE.

Berg, I. K. and Szablo, P. (2005) *Brief coaching for lasting solutions* (Vol. xvi). New York: Norton & Co

More information: YES! Thinking Space

<https://youngentrepreneurssucceed.com/thinking-space/>

