

## CliftonStrengths Full 34 Coaching Debrief:

The following 1-hour flow of conversation and coaching questions is designed to help explore a client's full 34 CliftonStrengths report. It is meant to be a selection of ideas/approaches that could be used by a CliftonStrengths coach, rather than a script to follow word for word. A database of CliftonStrengths coaching questions can be found at [www.christophermiller.co.nz/resources](http://www.christophermiller.co.nz/resources) under *Resources for Strengths Coaches*, along with other relevant tools such as a 'Love Most' Matrix, focused on workplace preferences.

### Rapport building and introductions

- Brief employment history & key responsibilities ('Tell me a little about your career so far?' 'What do you get paid to do?')
- What do you love most about your role?
- What do you love least?
- What were your proudest achievements in the last 12 months?

### Aiming the session

- What is your greatest challenge right now?
- What is your most important objective in the next 12 months?

### Top 10 Walk Through

- How does each of your strengths express themselves? Do they show up the same at work as at home?
- Which strength are you most proud of?
- Which strength(s) are you uncertain or unclear about?
- Which theme combination(s) have helped drive your success in the past?

### Bottom 5 Walk Through

- Offer explanation for each of the bottom 5, including any natural 'polar opposites' which may exist with the client's Top 10
- Do any of the Bottom 5 surprise you? If so, why?

### Revisit aiming the session

- Based on your greatest challenge or your most important objective in the next 12 months, how will you leverage your dominant themes to create progress in one of these two areas? (big opportunity to follow this through at a future coaching session)

### Conclusion

- What was the most useful insight from our session together?
- What is the most important action you are inspired to take?