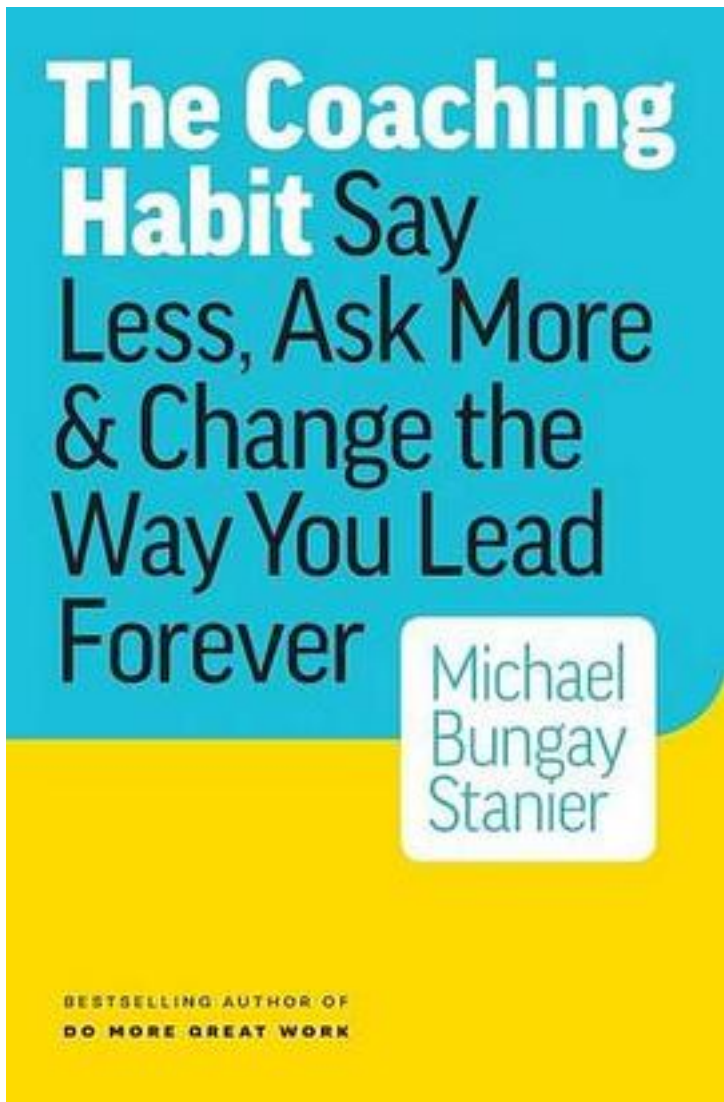


# The Coaching Habit



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出版者:Box of Crayons Press

出版时间:2016-2-29

装帧:Paperback

isbn:9780978440749

In Michael Bungay Stanier's *The Coaching Habit*, coaching becomes a regular, informal part of your day so managers and their teams can work less hard and have more impact.

Drawing on years of experience training more than 10,000 busy managers from around the globe in practical, everyday coaching skills, Bungay Stanier reveals how to unlock your peoples' potential. He unpacks seven essential coaching questions to demonstrate how--by saying less and asking more--you can develop coaching methods that produce great results.

- Get straight to the point in any conversation with The Kickstart Question
- Stay on track during any interaction with The Awe Question
- Save hours of time for yourself with The Lazy Question
- and hours of time for others with The Strategic Question
- Get to the heart of any interpersonal or external challenge with The Focus Question
- and The Foundation Question
- Ensure others find your coaching as beneficial as you do with The Learning Question

A fresh innovative take on the traditional how-to manual, the book combines insider information with research based in neuroscience and behavioural economics, together with interactive training tools to turn practical advice into practiced habits. Witty and conversational, *The Coaching Habit* takes your work--and your workplace--from good to great.

"Coaching is an art and it's far easier said than done. It takes courage to ask a question rather than offer up advice, provide an answer, or unleash a solution. Giving another person the opportunity to find their own way, make their own mistakes, and create their own wisdom is both brave and vulnerable. In this practical and inspiring book, Michael shares seven transformative questions that can make a difference in how we lead and support. And he guides us through the tricky part - how to take this new information and turn it into habits and a daily practice.

--Brené Brown, author of *Rising Strong* and *Daring Greatly*

作者介绍:

Michael is the author of a number of books, including the WSJ bestseller, *The Coaching Habit*.

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标签

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评论

书短小精炼，多问问题，少给答案的理念很重要。书里给的七个问题也比较有用，尤其是可以研究一下这七个问题的提法。

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What was most useful here?

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More of a leadership gig

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还行，终于知道我司的面试问题套路来自哪里。

看看

读起来很容易，也可以运用到工作里。除了贵，没什么毛病

一本很好的coaching入门书籍。作者用通俗易懂的语言，结合习惯建立的原则，阐述了如何利用7个问题来改变自己的领导习惯，建立基本的教练式管理方式。在阐述7个问题的同时，指出了一些管理中常犯的错误，例如不习惯下属的沉默，连珠炮式的向下级提问，急于表达自己的观点和答案。书中最精彩的最有价值的部分我认为有两个：1. 提出了卡普曼的戏剧三角形与管理风格的关系。2. 指出了唯一能让人学习和进步的管理方式——让人自我回忆与自我反省。作为coaching入门还是很好的一本书，但要想深入的建立coaching的管理体系，还需要结合其他coaching和mentoring的书籍。

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## 书评

作者认为带人过程中如果能问以下7个问题，将非常有助于带人的效果。实际上效果如何作者没能给出来。不仅仅是没给出相关数据（比如共多少组织与领导使用了，有效率多少），哪怕说句话“我的方法后效果特别好”也没有。作者读书较多，书中较多地引用他人的观点与信息。总体来...

这本书可以和之前的《绝对坦率》一起来看。如果说《绝对坦率》是理论层面，这本书就是方法论，指导实际操作建议的一本书。《绝对坦率》和《高效的秘密》者两本书都强调了一个很重要的企业文化，那就是“安全心理环境”和“团队成员平等表达的权利”，而本书的第一个问题就很好...

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