


# Session 27: Introduction to Clean coaching

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# Module 5

- ✓ Clean coaching model
- ✓ Power, authority and culture
- ✓ Personal beliefs, values and behaviours
- ✓ Inner child healing
- ✓ 3 Steps Home



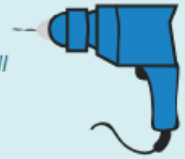

# Today we are exploring

- ✓ Clean coaching principles, approach and how to use it in your practice
- ✓ The history of the model
- ✓ Examples of questions
- ✓ The benefits relating to this module
- ✓ Importance of metaphor
- ✓ How you can use it in your practice

# What is Clean coaching like?

Here are some descriptions of Clean Language from experienced clean coaches during a workshop:

*Clean Language is like a special drill – because it gets to the core.*



*Clean Language is like navigating with precious and adventurous passengers with all your human resources with no electronic devices to predict what's going to happen.*

*Clean Language is like a corkscrew – because you can enjoy the wine afterwards.*



*Clean Language is like holistic health practices such as homoeopathy, reflexology and herbalism.*

*Clean Language is like the British TV show, Mr Benn – an adventure in a magical landscape then a shopkeeper appears and Mr Benn returns to normal life with something to remember it by.*

*Clean Language is like exploring for gold with only one clue about where to begin.*



*Clean Language is like advocacy – because the coach is working on behalf of parts of the information that haven't been getting attention.*

*Clean Language is like giving someone their own personal rail card for them to take whatever journey they choose.*




**People have all the wisdom they need.** → **That wisdom can be accessed via metaphor.** → **Clean Language and Symbolic Modelling help to create conditions for change.** → **New insights and ideas emerge naturally.** → **Change is a natural by-product of the process.** → **The impact cannot be known until afterwards.**

https://cleanlearning.co.uk/assets/ugc/docs/Clean_Approaches_for_Coaches_excerpt.pdf

Finding WHAT Matters
COACHING SKILLS FOR PARENTS

# What metaphors are important to you?

- ✓ Finish these sentences: my last week has been like… coaching is like… parenting is like…
- ✓ What other metaphors are important to you and why?
- ✓ How does it feel in your body when you think of one of your important metaphors?
- ✓ What might help make a metaphor even more helpful for you?
- ✓ What does a metaphor help you to do, be or have?
- ✓ What helps you to create a metaphor with someone else?
- ✓ How do you know it is working?
- ✓ What do you do if it stops working?
- ✓ What else do you notice?
- ✓ What do you want in place to make metaphors work consistently for you and your coachees?
- ✓ Explore the different clean coaching resources in the course materials for ideas

# Clean coaching principles

1. **Acknowledge experience just as it is described** – no extra ‘words’ from the coach

2. **Accurately preserve and utilise expressions of experience** – use the coachee’s exact words to develop the discussion

3. **Attend to aspects of experience congruent with those expressions** – develop the conversation using the content the coachee has brought

4. **Only presuppose near-universal aspects of human experience** – don’t make any other specific assumptions about how the person is experiencing their world.

5. **Have no intention to change a person or their experience** – just as with coactive coaching – the person is whole and complete exactly as they are

https://cleanlanguage.com/introducing-clean-language/

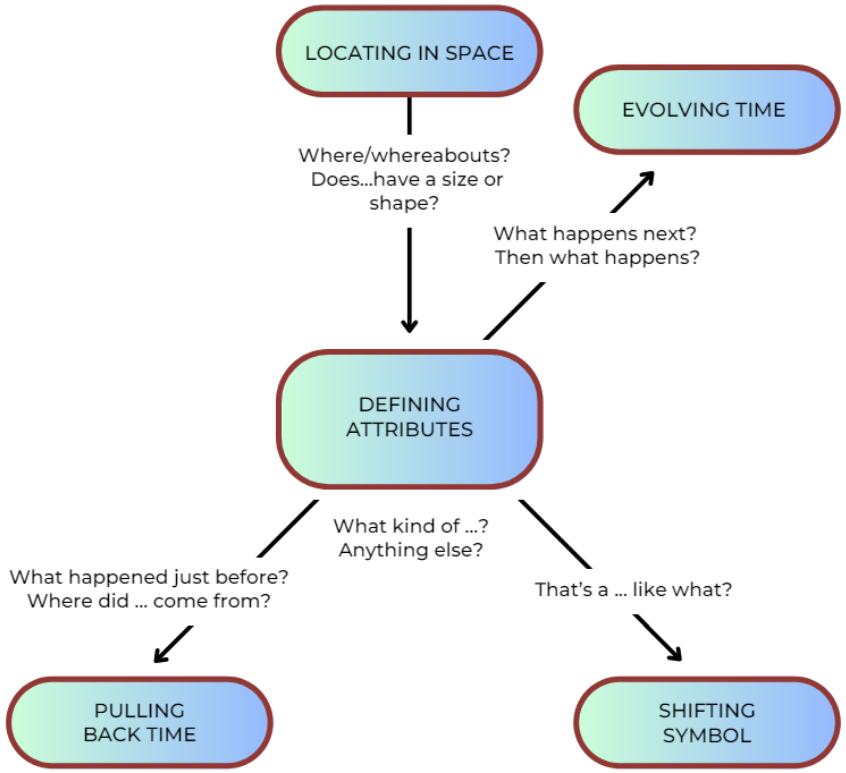
# How Clean coaching is different

1. All language influences and directs attention. **Most language directs attention to aspects <u>outside</u>** of what the person has expressed. **Clean language works <u>within</u>** their frames of reference
2. **All questions start with 'and':** what is to follow is part of the continuous flow of what has already been expressed
3. **Do not reference the facilitator at all:** no 'tell me about…' as the emphasis and focus is on the internal state of the coachee
4. **Paraphrasing is not part of clean language** as it reframes what the coachee has said. This is about staying with the precise language the coachee uses
5. **The coach does not mirror body posture or gestures.** Instead we look at and gesture towards the location of symbols from their perspective.
6. **Slow pace, tonality and curiosity are vital** – meets coachee's body as well as mind

# History of Clean language

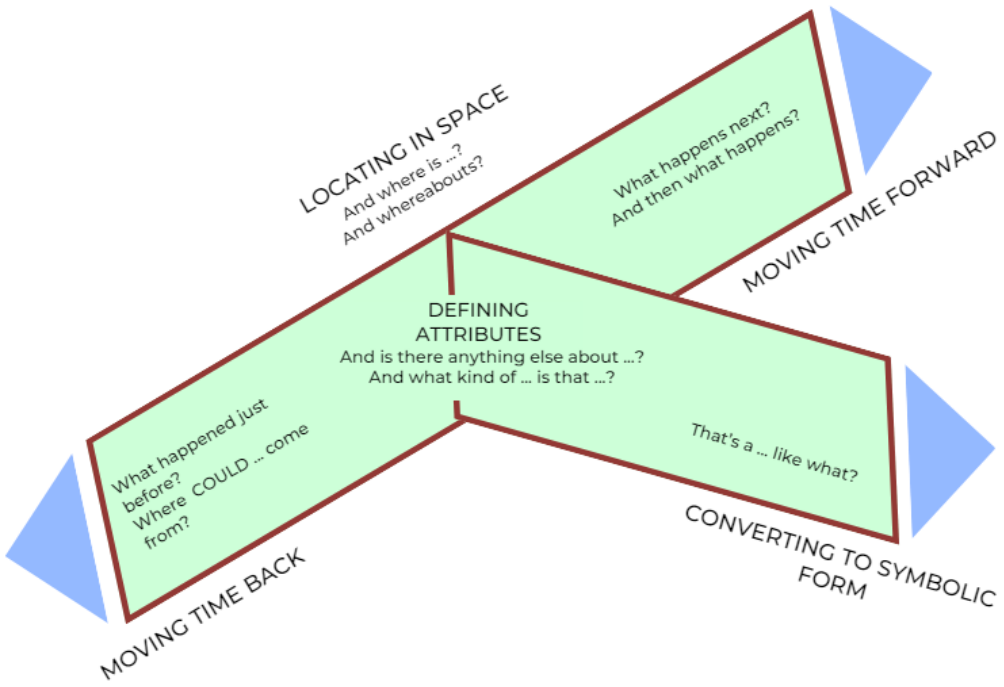
- ✓ Psychotherapist **David Grove developed Clean Language in the 1980s**: many therapists subtly influenced what their clients said during their sessions – and noticed that this was particularly true when both parties were using metaphors.
- ✓The **questioner keeps their own thoughts, assumptions and metaphors out of the conversation** as far as possible.
- ✓ And, if the speaker uses a metaphor to describe something, **the questioner uses a series of follow-up questions to make sure that they understand** the speaker's meaning clearly
- ✓**David was part-Maori**, a culture with a strong oral tradition that **valued, and remembered, stories and the words that were used** to tell them. He was also exposed to homeopathy and the idea of **keeping interventions to a minimum**:
- ✓The nature of Clean Language is homeopathic: **we are looking to language the minimal that excites the curious**. David Grove, 1998

VERSION 1

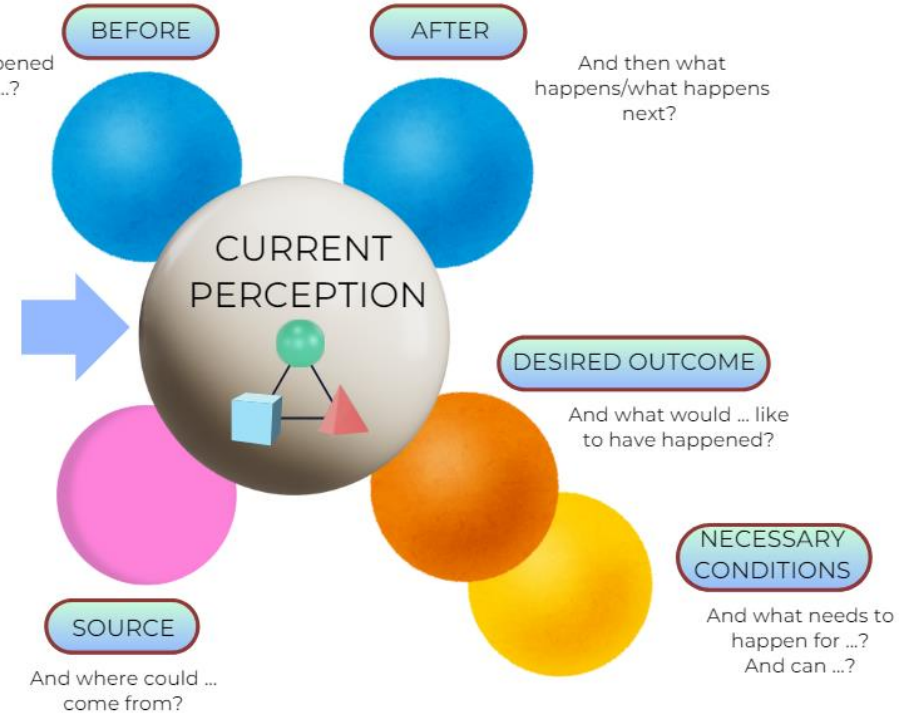


# Development of the theory

VERSION 2



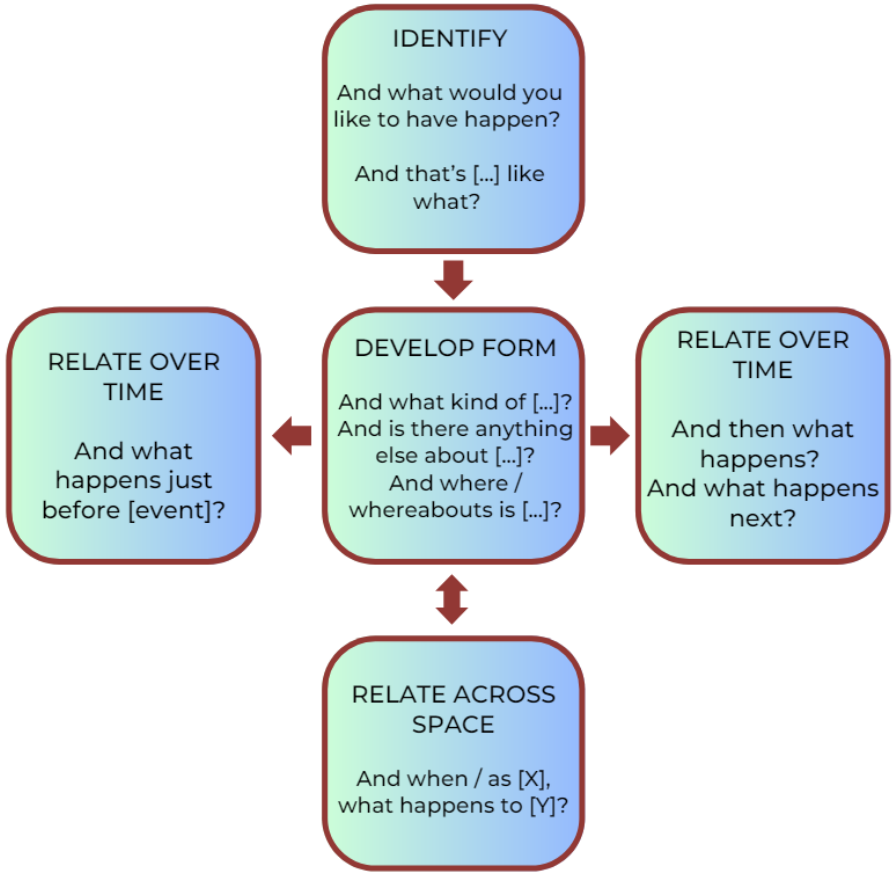

VERSION 3




- And what kind of ... is that?
- And is there anything else about ...?
- And where/whereabout is ...?
- And that's ... like what?
- And is there a relationship between ... and ...?
- And when ..., what happens to ...?

DEVELOPING

# David Grove's 8 basic clean language questions by 4 fundamental modelling processes




Examples:

- ✓ He has a stormy disposition
- ✓ I'm over the moon about this situation
- ✓ Sam is the heart of their family
- ✓ Efficiency is the driving force for our routine
- ✓ The situation changed, but we buried our heads in the sand
- ✓ I can't digest what you're telling me

# Benefits of Clean language

- ✓ Find out more about how the coachee is thinking and feeling
- ✓ Increase coachee's self-awareness
- ✓ Reflecting metaphors back to the coachee enables person to spot patterns and associations
- ✓ New insights into their thoughts and behaviours
- ✓ Don't have to spell out the reality or perceived reality of the situation
- ✓ Coachee feels supported, respected and listened to
- ✓ Can connect the coachee with their intrinsic motivation to change their behaviour

https://www.mindtools.com/akxyryo/david-groves-clean-language

# Importance of metaphor

- ✓ ‘The essence of metaphor is understanding and experiencing one kind of thing in terms of another.’ Metaphors We Live By, Lakoff Johnson (2003)
- ✓ ‘In all aspects of life, … **we define our reality in terms of metaphors** and then proceed to **act on the basis** of the metaphors. We draw inferences, set goals, make commitments, and execute plans, all on the basis of **how we in part structure our experience**, consciously and unconsciously, by means of metaphor’
- ✓ Why metaphors help: **vividness, compactness and expressibility**

https://cleanlanguage.com/learning-metaphors/

- ✓ I’ve lost my way.
- ✓ I can’t digest all this information.
- ✓ There’s not enough in the bank.
- ✓ It’s got me beat.
- ✓ Just when I think I understand, it all gets shuffled around.
- ✓ I can’t make anything out of this.
- ✓ It makes me want to weep.
- ✓ I’m clueless.
- ✓ I’m wandering around in the dark.
- ✓ We can’t learn in these conditions.

# 11 universal metaphors for change that are present in different cultures

Metaphors function to stimulate and catalyze inner transformations.

When we define and clarify these deep metaphoric structures, we uncover a common human language that is largely subconscious.

Certain foundational metaphors occur over and over again in the world's literature. They are:

- ✓ Transitioning from caterpillar to butterfly
- ✓ Awakening from the dream of reality
- ✓ Uncovering the veils of illusion
- ✓ Moving from captivity to liberation
- ✓ Purification by inner fire
- ✓ Going from darkness to light
- ✓ Moving from fragmentation into wholeness
- ✓ Journeying toward a vision
- ✓ Returning to the source
- ✓ Dying and being reborn
- ✓ Unfolding the tree of our life

https://www.kimhermanson.com/2017/10/22/11-universal-metaphors-for-change-that-are-present-in-all-cultures/

# Using Clean Coaching in your practice

- ✓ Can use as a model and process in it's own right – from your first interaction with your coachee
- ✓ Can use occasionally when focusing on another model and a metaphor arises
- ✓ Could return to an alternative model following the 'clean' interaction
- ✓ Could explore it with your coachee in case it is a technique that could help them with their child or young person: https://cleanlanguagetraining.com/clean-language-basics/how-clean-language-helped-save-my-relationship-with-my-daughter/



# What this means for you personally

- ✓ Reflect on your experiences with metaphors in your life – what do you notice?
- ✓ Use the questions at the start of this session to help you reflect
- ✓ Identify 3 ways you want to develop your use of clean language in your coaching at the moment – with awareness that you can explore other aspects another time
- ✓ Plan what you will do over the next month to develop your clean language
- ✓ Look through the lens of how clean coaching skills are helping you with clarity as a parent
- ✓ Consider how clean language can help other parents

# The importance in a parenting context

- ✓ The ability to use clean language will naturally influence your parenting, whether you focus on it or not
- ✓ You can share this ability with coachees, both formally by showing and explaining, and informally by modelling the approaches in your sessions
- ✓ You can pick the knowledge, skill or behaviour that feels relevant in the context:
  - ✓ Introducing the coachee parent to clean language questions may help the coachee to explore different ways of communicating with their child
  - ✓ What clean coaching questions could the coachee use to help the coachee's child to flourish?
  - ✓ How does the child feel in their body when a clean coaching approach is used?
  - ✓ How can the coachee check in with their child to explore what is working and develop their metaphors further?
  - ✓ What can the coachee do to move the clean coaching approach from the house to other places?
  - ✓ How can the coachee negotiate with others to ensure a clean coaching approach is maintained with the child?