



JIM HARSHAW JR

Revealing Failure as the Path to Success

Success Through Failure Podcast

Action Plan Episode #80

Michael Bungay Stanier

Michael is the Senior Partner at Box of Crayons, a company that helps organizations do less Good Work and more Great Work. He's the author of several books, including *The Coaching Habit* and *Do More Great Work*. Michael has written for or been featured in numerous publications including *Business Insider*, *Fast Company*, *Forbes*, and *The Huffington Post*.

Michael believes that coaching is an essential skill for leaders. But for most busy, overworked managers, coaching employees is done poorly, or not at all. They're just too busy, and it's too hard to change. Michael believes that coaching should become a regular, informal part of a manager's day so they and their teams can be more effective. At Box of Crayons, Michael and his team of facilitators help time-crunched managers coach in 10 minutes or less.

Michael Bungay Stanier on Failure:

"The only way to innovate is to fail regularly."

What does it mean to be more "coach-like?"

"It boils down to this simple principle. I'm trying to get people to stay curious just a little bit longer. And to rush to action and advice just a little bit slower."

About creating change:

"Telling somebody what to do almost never works. It can when there's a technical adjustment you need to do. But in terms of helping people get new insights, helping people gain new wisdom and helping people practice the deep work that leads to success, that has to be self-generated."

"The more you let the other person do, the more powerful the learning really is."

The 7 Questions Michael Bungay Stanier shared from The Coaching Habit Book:

The Focus Question: "What's the *real* challenge here for *you*?"

The "AWE Question: "And what else?"

The Learning Question: "What was most useful here for you?"

The other four not mentioned in this interview:

The Kickstart Question: "What's on your mind?"

The Lazy Question: "How can I help?"

The Foundation Questions; "What do you want?"

The Strategic Question: "If you're saying yes to this, what are you saying no to?"

Recommended Books:

Simply Brilliant by Bill Taylor

<https://www.amazon.com/Simply-Brilliant-Organizations-Ordinary-Extraordinary/dp/1591847753/>

Unsubscribe by Jocelyn Gleib

<https://www.amazon.com/Unsubscribe-Email-Anxiety-Avoid-Distractions/dp/1610397290/>

Websites and Social:

<https://www.boxofcrayons.biz/>

<https://TheCoachingHabit.com>