SOLUTION ORIENTED COACHING

What's new?

The term «solution-oriented coaching» seems like a linguistic redundancy, since the goal of coaching is always the problem solution. The concept of solution-oriented coaching is a reaction to an excessive focus on problems in earlier consulting approaches. This often resulted in excessively long consulting processes with insufficient achievement of objectives. This problem is also known from psychotherapy. There, too, some schools strive for a stronger solution orientation. In solution-oriented coaching, the coachee finds problem solutions in exchange with the coach on the basis of successfully coping with similar situations in the past. The aim of coaching is to activate the client's resources to solve their problems. The origin of the problem is of less interest if it does not support the problem solution. Is this new or is solution-oriented coaching old wine in new skins? To a certain extent I would say yes. The topic of coaching is characterized by changing trends.

Exclusively solution-oriented coaching?

The question now is whether the purely solution-oriented approach is always right. Or is it not rather a matter of working on a situational basis and integrating the advantages of other coaching approaches? In contrast to exclusively solution-oriented coaching, I find an analysis of the problem often helpful. Understanding a problem in its overall context helps to find in coaching not only the solution for a current problem. Problems are often based on personality traits. Knowing these and assessing the effects on the environment helps to better cope with situations. This enables the coachee to independently solve similar problems that may arise in the future. With purely solution-oriented coaching, there is a danger that symptoms will be combated. The affected persons are made functional again as quickly as possible. Thus, opportunities for personal development are missed. A combination of solution and problem-oriented approach depending on the situation may be the best solution.