

SOLUTION ORIENTED COACHING

What matters is not what went wrong, but what has already worked. That is the foundation of solution-oriented coaching.

Instead of analysing the origins of a problem at length, this approach looks at past solutions and activates existing resources. It emerged as a counter-model to problem-focused consulting, where processes often got lost in endless analysis. The aim is to reach concrete results quickly. The focus is not on root causes, but on options for action in the here and now.

Is a purely solution-oriented approach always effective? Not necessarily. In some cases, a deeper understanding of the problem is needed to develop sustainable solutions – particularly when underlying behavioural patterns are involved. Focusing solely on quick fixes risks treating symptoms rather than enabling real development.

Effective coaching therefore combines different approaches depending on the situation – while remaining what it is: a goal-oriented, time-bound process focused on growth and self-efficacy.

Articles on solution-focused coaching (all articles)

- The trial is an invitation to failure
- If it's not solvable, it's not a problem