

A decorative border with a light beige background and a dark brown frame. The border is adorned with intricate illustrations of red roses and green vines. The roses are in various stages of bloom, and the vines are detailed with leaves and small buds. The overall style is reminiscent of a vintage floral illustration.

Effective Support



How to help and
make it real!



~ Effective Support ~

Are YOU Effective When Supporting Others?

That's a great question since most of us go to our friends or family when we need help. Or we go for professional help, which should also follow similar guidelines being revealed here!

But how *effective* are we....really? Are we willing to help them, even if the questions and answers might be uncomfortable for them? Will we be totally honest or will we hedge/change our questions and answers out of fear of being rejected, judged, thought to be mean or uncaring?

As you're probably realizing right now – we have different levels of commitment and depth in our various relationships. And that's OK!

So, view this questionnaire as for when you're helping your bestie – the person you can be 'real' with. Or, when you want to evaluate any therapist or coach you're talking with, too.

And note – each question's answer here can be argued because there are no 'absolutes'. So, get in the spirit of the points, realizing there is always wiggle room. Because, in reality, most of these answers are going to be 'yes/maybe' or 'no/maybe' rather than a firm yes or no. And that's fine. Just go with your initial reaction of yes or no and leave the maybe for the discussion at the end.



Put a 'Y' for yes and an 'N' for no to each point or approach below:

1. ___ It's easier and better to tell folks what to do.
2. ___ If they ask me for support, it means they want me to fix their problem/issue.
3. ___ Most people are in denial so pulling the Band-Aid off fast is best.
4. ___ If they have no idea how to fix things, it's better to tell them how to do it.
5. ___ If they argue points, it means they don't want to change.
6. ___ Getting to the truth under fears, blame or judgment is more effective than a quick fix.
7. ___ People usually know the answer – they just wish it was different.
8. ___ It's more important for them to understand their issues than it is for me to understand.
9. ___ It's more effective to get people to think up/feel into their own answers.
10. ___ Most people love to talk about themselves and it helps to stop them from repeating stories.
11. ___ People appreciate being told what to do so they can relax and it's easy for them.
12. ___ It's better to let people talk rather than trying to get them to focus.
13. ___ It's more efficient to give solutions and get moving than take time to explore several option.
14. ___ Exploring every aspect of an issue in depth so we see the nuances works best.
15. ___ Giving people only positive reflections helps them the most.
16. ___ It's best to let people talk and get it off their chest rather than fixing the problem fast.
17. ___ People repeating stories of issues keeps them stuck in the past/in the issue.
18. ___ Asking them questions is more effective than telling them how/what to do, even if it takes longer.
19. ___ People usually have a feel for the answer – they just need support to uncover their truth on it.
20. ___ It's better to engage their creativity and to think outside their box.

Continue to the next page for scoring and explanations of some of the variables!



Scoring and reasons/logic on the 'maybe'!

Scoring:

- If you answered 'No' to numbers 1 – 5 = give yourself 1 point each.
- If you answered 'Yes' to numbers 6 - 10 = give yourself 1 point each.
- If you answered 'No' to numbers 11 – 15 = give yourself 1 point each.
- If you answered 'Yes' to numbers 16 - 20 = give yourself 1 point each.
- All other answers don't get points.

The maximum number of points is 20 – and the higher your score – the better you're doing. If your score was between 16 and 20 – you're doing GREAT! If 10 – 15 you're OK. Scores between 0 and 10, well, you could use some help to be more supportive to those around you – which is fine - because here's the logic and it's easy to learn!

Reasons/logic on why and the 'maybe':

Other than hiring a consultant (like an accountant, gardener or lawyer), when was the last time you responded well to someone telling you what to do?

And be honest, because most people rarely enjoy it – and even if it doesn't bother you – most people won't actually **do** what they're told by just any old body!

So, to be effective in life when we really want to support those around us – we need to start with two main skills: listening deeply and asking questions. Notice I did not say telling them what to do or giving advice!

And if you *do* want to give advice – phrase it as a question – always. We do this so that they then have to actually think about it. And vital to know is that when we tell people things – we're not asking them to think - and if we're not asking them to think, they aren't considering, they aren't integrating concepts, they aren't 'making it theirs' or absorbing it. *Really!*



Most of us want to be helpful and supportive and it is a complete waste of time (yours and theirs) to not be as effective as possible. Asking them questions means they take ownership of the answers. It is their life to live, after all, so give them this gift of exploration and ownership!

Good coaches know and apply these two skills – and now you can too!