



The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever

Michael Bungay Stanier

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The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever, by Michael Bungay Stanier, is an empowering book for all kinds of leaders.

Coaching is a buzzword that is seldom understood and even less seldom practiced. Bungay Stanier demystifies the term, boiling it down to a series of seven questions. These questions could perhaps fit in a blog post, but the true power of this book is that its underpinning principles and habit-busting strategies allow the questions and the coaching process the breathing room necessary for them to work fully. The end result of the coaching process—and the book—is affirming to all involved, though Bungay Stanier doesn't shy away from admitting that the shift to coaching can be downright difficult. New habit-building tools help to bridge the gap between theory and real life.

The Coaching Habit is both a quick and a keen read, suggesting that impeccable thought has been given to every word in the book. Consider the perspective-shifting punch of the word “habit” in the title for evidence of this.

The book's design echoes its content, with attention given to form and function. Full page callouts give a good overview to jump-start someone who is new to coaching or refresh a more seasoned coach. Even with many callouts, lists, and design elements, the content is easy to follow and digest. The review pages that add a question at a time throughout the book help solidify new learning.

Coaching is shown to be countercultural in some ways; leaders have to give up control of the process and devotion to one right answer. At the same time, it is shown to be suited to today's fast-paced, team-centered, initiative-taking, results-oriented market. This book is great for anyone who leads or manages, in the traditional sense, or even for those whose role is guiding in a broader sense, such as parents, teachers, counselors, and friends.

The Coaching Habit lives up the promise and pep of its subtitle.

MELISSA WUSKE (Summer 2016)

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