

Coaching Tip: Who Else?



How many times have you heard someone say, “Well we can’t find anyone to run this voter registration drive so we’ll ask Sally. She always can do these events.”

When we only ask or rely upon the same people to help, two things happen:

- We are stifling leadership development and
- We are encouraging burnout.

In the busyness of League work, sometimes it can be hard to pause and to imagine new or different ways to do things; it can be challenging to push ourselves beyond what we already know or into the learning zone.

This is validated by neuroscience research. We don’t really start thinking creatively until we’ve brainstormed more than 2-3 options. Our first options are our “usual ones.” We get stuck on those and they freeze our creative thinking.

Using the **5 Options Technique** is one method that can get us “unstuck” and moves us to the “creative zone” or learning zone.

Even if you (or your coachees!) end up thinking the first thing you came up with is the best option, you still stretched your mind out of your comfort zone and came up with ideas that might be useful down the line.



Here are some practical questions to help get people into a creative thinking zone:

- *What are five options for how you could tackle this challenge?*
- *What else could you do?*
- *If you got really radical, what would you try?*
- *What have you done in similar situations?*
- *Who else could you bring into this?*
- *What is already being done? How does this fit?*
- *Which of these would you like to pursue?*