



THREADS THAT HOLD

BEYOND THE FIX

5 questions that build ownership through coaching
conversations

The Coaching Mindset

What if the goal of a leadership conversation wasn't simply to fix the problem, but to build the person's capacity to navigate it?

A fixed mindset

Solves the immediate problem, provides the answer, directs the next step.

A coaching mindset

Creates space for curiosity, reflection, choice, and ownership.

Leaders shape culture through the words they choose.

From Fixing → To Developing

FIXING MINDSET	COACHING MINDSET
"We don't have time for mistakes."	"Mistakes are part of the process. What can we learn?"
"We've always done it this way."	"What other approaches might work?"
"You should already know how to do this."	"What would help you build this skill?"
"This project is beyond your skillset."	"What resources could help you stretch into this?"
"Practice makes perfect."	"Practice creates progress. What will you try next?"

The Leadership Shift

A coaching mindset doesn't mean lowering expectations or avoiding accountability. It means changing how we create accountability.

INSTEAD OF

"What went wrong?"



CONSIDER

"What are you noticing?"

INSTEAD OF

"Here's what you need to do."



CONSIDER

"What options do you see?"

INSTEAD OF

"Make sure this doesn't happen again."



CONSIDER

"What will you do differently next time?"

Why It Matters

CULTURE

Our language signals what is safe, valued, and possible.

PERFORMANCE

People engage more when they have a voice in solutions and next steps.

OWNERSHIP

When people participate in the thinking, they can own the outcome.

DEVELOPMENT

The goal shifts from today's problem to tomorrow's capacity.

TRUST

Curiosity and partnership create space to think, contribute, and grow.



Try This Before Your Next Conversation

Before giving the answer, pause and ask:

- 1 What are you noticing?
- 2 What options do you see?
- 3 What would you like to try?
- 4 What support would be useful?
- 5 What will you do next?

One final question: Where might you be fixing when you could be coaching?



The world needs better conversations.



Threads That Hold, LLC

Explore coaching education and leadership development at www.threadsthathold.co