

Momentum Coaching

Perceptual Positions

How to Guide

www.momentum-coaching.co.uk



Perceptual Positions

Why might this tool be helpful?

This is an exercise that helps consider specific relationships in your workplace or life more generally. It can be especially useful where there are difficulties in relationships, perhaps recurring problems or long-standing issues. You might use it to simply explore what is happening or perhaps as part of a process to help an individual prepare for an upcoming interaction.

What is the tool?

The tool is based on the principle of physical movement, associating and dissociating the individual from a number of positions. As the exercise unfolds, they experience a number of perspectives: firstly their own position, secondly the other person's perspective, thirdly the position of the detached observer and finally back to the first position to review any changes following this experience.

How to use it

Chair 1- First position

The individual sits in the first chair (Position 1) looking at and thinking about somebody in Chair 2 (Position 2) with whom they have a feeling of difficulty.

The coach asks: what are you experiencing thinking feeling?

Keep the individual associated and stop any narrative or justification in their explanations with gentle interruption & repetition of the question.

Chair 2- Second Position

The individual sits in the second chair looking at and thinking about the 'person' in the first chair (first position). The individual then 'lives' the part of the person in second position. The coach asks their name (need not be a real name.) and during the exercise the person in the 'Coaching Role' addresses the individual by the given name.

The coach asks: what are you experiencing, thinking and feeling?

Keep the individual associated and stop any narrative or justification in their explanations with gentle interruption & repetition of the question. This can be especially important for the second position as individuals are likely to try and slip back into their own perspective.

Chair 3- Third position

Individual moves to sit in chair 3 (third position). This position is the detached, objective observer.

Coach asks the individual to focus on the person in the First Chair and asks: how do you respond to what is happening there? What do you notice?

Summary

The person acting as coach now asks the client to sit back in Chair 1 (first position) bringing all of the new thoughts and knowledge with them from the previous positions.

With the individual back in the first chair looking towards the Chair 2, the coach asks the question 'how is this different now?'