

COACHING & MENTORING TOP TIPS



1 CONTRACT FOR IT

Include that the use of humour is a major part of your approach in the contracting stage and at the beginning of sessions.



3 LEARN HUMOUR TYPES

Our **Humour Styles Matrix** questionnaire helps you learn your humour types and detect your client's. Try to mirror your client's style when coaching. (see below)



2 IT'S NOT STAND-UP!

Humour can be small things like a single word, movement or sound.

4 AVOID SOME HUMOUR

Avoid gallows and blue humour types. Some people use 'sick' or 'rude' humour to handle the pressures of their job. Even if they use this, you shouldn't.

5 ENSURE IT'S BENIGN



Humour comprises a number of factors, including a minor threat - make sure it is non-threatening (see below).

6 MIMIC MOVEMENTS

When they make significant movements, replay them when digging into them. For example, if they wave their hands in confusion about something, you ask "what does [mimic their movement] mean?"

7 ENGAGING QUESTIONS

Make your questions more engaging. For example, instead of "what is your dream?" use "if I was your fairy hairy godmother, what would you be asking for?" [maybe waving a pen to represent a wand].



9 CHALLENGE FIXED IDEAS

Use humour to challenge fixed thinking. Humour is an amazingly powerful tool to question limiting beliefs, but remember to keep it benign.



10 MAKE TIME TO THINK

Don't pepper them with another question just because they are silent; they are probably thinking.



8 TRY THINGS GRADUALLY

Gauge your client's reactions and adjust accordingly; not every moment is right for humour.

What is

HUMOUR

incongruity + benign threat + play
- annoying - problem solving
= humour

See David's paper on humour for more

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