

# Shadow Consulting

## Enabling a colleague to reflect

*What has most interested you over the course of the programme?*

*What insights and learning have you gained? Have you progressed your learning objectives?*

*Where might this lead?*

*What change in you will enable the change you want to see, lead or create?*

*What more do you think, feel, or want to say?*

*What one positive learning or action point will you feed back in to the group afterwards?*

## Colleague (client) thinks/talks...

- Enjoy having time to think, to reflect on your learning and the questions posed.
- Just think out loud. Say whatever comes into your head.
- Or just think to yourself. Silence is OK – if you come to a halt, don't worry.

## Shadow Consultant (listens)

- *Ask one of the questions above*
- Keep your eyes on the eyes of the Thinker ALL THE TIME and pay CLOSE ATTENTION to what they are saying.
- Look fascinated. Be really interested, focused, present...
- Silence is OK – just sit with it.
- After a long pause, you might want to repeat the question again, or ask '*what more do you think, or feel, or want to say about this?*'
- *DON'T* – offer advice, solutions, chip in with your experience