



PERFORMANCE COACHING | SOLUTION-FOCUSED BRIEF THERAPY

The rationale behind the **solution-focused brief therapy** based on the work of **Steve de Shazer** is that concentrating on desires, goals, resources and exceptions to client-perceived problems is more constructive than focusing on problems and their origins.

The solution-focused approach is centred around identifying "positive differences" and reinforcing them. The emphasis, therefore, is on those aspects that already work relatively well and should be pursued further.

Focusing on solutions:

1. Positive changes in complex situations using small steps forward
2. Basic information about aspects that are already working quite well is sufficient
3. The focus is not on "what is the situation – how did this occur?" but rather on "what makes the difference between better/worse?"
4. Instead of seeking to understand matters comprehensively, the emphasis is on specific step-by-step actions
5. The assumption is that those involved have an interest in positive change

Fundamental principles of solution-focused approach:

1. "Don't fix that which isn't broken"
2. "Find out what works well and what fits – and do more of it"
3. "If something doesn't work well or fit despite tremendous efforts, stop doing it and try something else"

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