

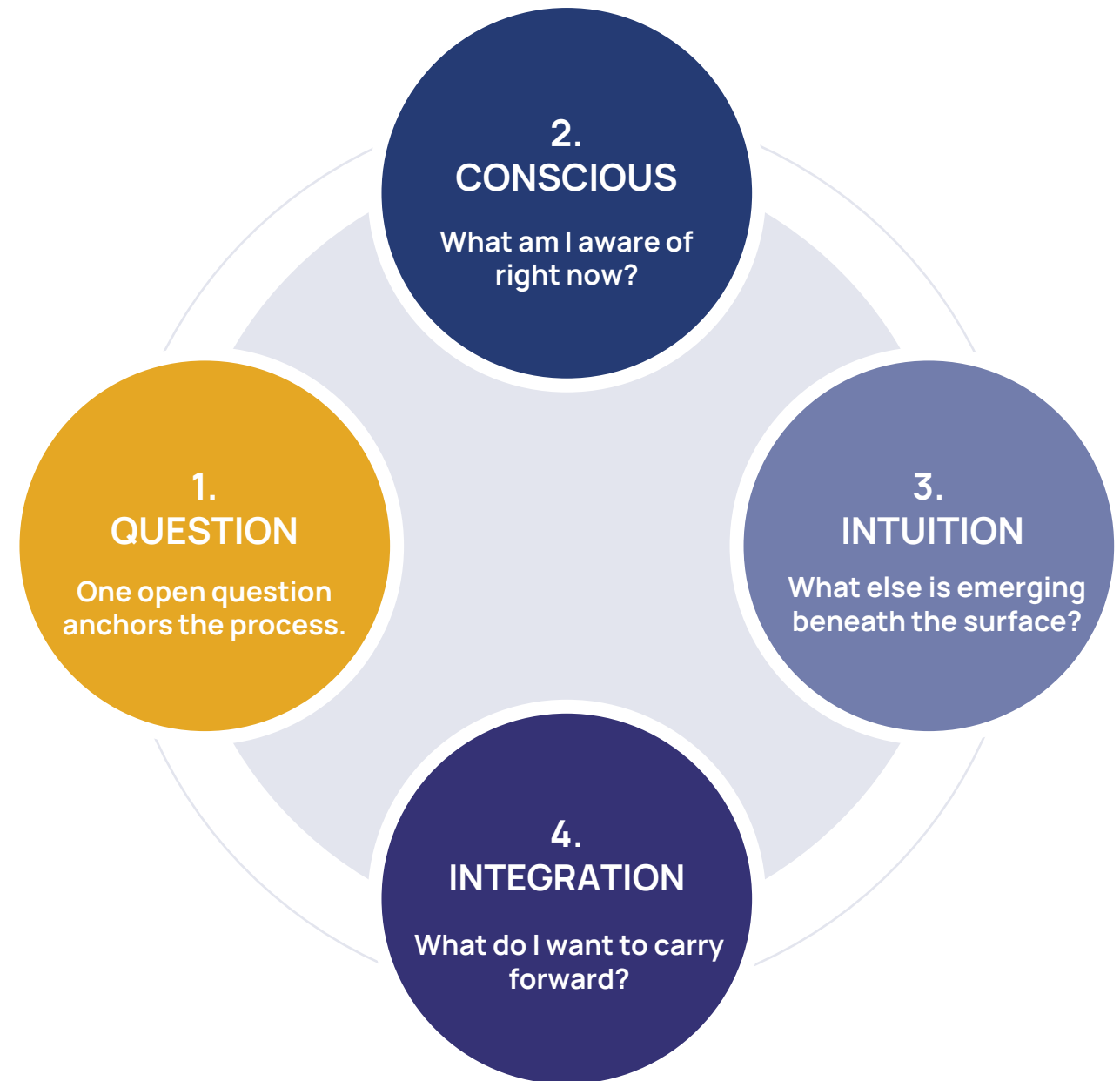
# 3be Three Chairs Exercise

The **Three Chairs exercise** is a simple but powerful coaching tool that helps people think through a challenge by exploring it from three distinct perspectives.

To set up, use three chairs and physically or mentally moving between the chairs as you ask questions through the lens noted on the righthand side. Create enough distance between the chairs to slow the conversation down and make room for reflection and insight.

This tool is especially useful when someone feels torn, stuck, or caught between different priorities, emotions, or ways of seeing a situation.

Source: Used widely in coaching today, the Three Chairs exercise is adapted from therapeutic chair work methods, particularly the Gestalt tradition associated with Fritz Perls.



# 3 be Three Chairs Exercise

A practical way to help coachees move from vague ideals to clear choices, boundaries, and next steps.

1

## Set the question

Choose one open-ended question that can be explored inwardly. Choose a question that names a real tension, invites reflection, and stays neutral.

2

## Move to the conscious chair

Name what is known, visible, practical, and immediately available.

3

## Shift to the intuition chair

Ask the same question again through an intuition lens, and listen for images, feelings, words, or deeper knowing.

4

## Take the integration chair

Review what emerged from both chairs and notice what feels valuable, true, or usable.

5

## Close with choice

Decide what to carry forward and what action, insight, or perspective now feels most aligned.

## Coaching Notes

- **Use a calm, ethical pace.** This tool works best when the client has room to think, feel, and choose.
- **Repeat the same question in each chair.** Depth comes from consistency, not from adding more prompts.
- **Capture what changes.** Notice tone, energy, images, and language as the client moves.
- **Let the coachee decide.** Integration belongs to them; the coach supports, reflects, and does not force meaning.