

GOAL

- IDENTIFY THE TOPIC FOR DISCUSSION
- AGREE ON SPECIFIC COACHING OBJECTIVE
- SET LONGER TERM GOAL, IF APPROPRIATE

REALITY

- INVITE SELF-ASSESSMENT
- OFFER SPECIFIC FEEDBACK, BOTH POSITIVE AND CONSTRUCTIVE
- AVOID OR CHECK ASSUMPTIONS
- DISCARD IRRELEVANT HISTORY



GROW

WAY FORWARD

- COMMIT TO ACTION
- IDENTIFY POSSIBLE OBSTACLES
- DEFINE SPECIFIC ACTION STEPS AND TIMING
- AGREE ON NEEDED SUPPORT

OPTIONS

- EXPLORE ALL OPTIONS
- INVITE SUGGESTIONS FROM THE COACHEE
- DISCUSS PROS AND CONS
- OFFER SUGGESTIONS CAREFULLY
- MAKE CHOICES

SAMPLE GOAL QUESTIONS



GOAL

- What would you like to achieve?
- Will that be of real value to you?
- What would you like to be different when you leave this session?
- What would you like to happen that is not happening now?
- What would you like not to happen that is happening now?
- What outcome would you like from this session/discussion/interaction?

REALITY

- What is happening now?
- How do you know that this is accurate?
- How often does it happen?
- What effect does this have?
- What other factors are relevant?
- What have you tried so far?
- What are the major constraints to finding a way forward?

OPTIONS

- What could you do to change the situation?
- What alternatives are there to that approach?
- Who might be able to help?
- Would you like suggestions from me?
- Which options do you like the most?
- What are the benefits and pitfalls of these options?

WAY FORWARD

- What will you do?
- What are the next steps?
- Will that action achieve your goal?
- What obstacles might you meet and how will you overcome them?
- On a scale from 1 to 10, how committed are you to do this?
- What support do you need?