

<p><b>Goal</b></p>	<p><b>Coachee to <i>own</i> the GOAL</b>          What is the goal?          End goal –final objective          Performance Goal-level of performance within your control          Select one: focus on values and positive impact</p>	<p>What would you like to get out of this session?          What would be the most useful/helpful thing for you to take away from this session/time?          What do you want to change?          What is within your personal control?          What do you want to achieve by when?          Tell me more...  <i>A goal should be PURE: Positively stated, Understood, Relevant and Ethical</i></p>
<p><b>Reality</b></p>	<p><b>Establish the <i>current</i> SITUATION</b>          Be objective (detached)          Draw out facts/perceptions and assumptions          Use what, when, where who and how?          Stick to reality facts and descriptions          Tap into feelings and emotions          Be a detective – follow the coachee          Be specific</p>	<p>Would you like to tell me something about the issue that is challenging you right now?          What aspects are going well?          What is happening around you?          How do you feel about the current situation?          What is stopping you?          What are you noticing sensing most?</p>
<p><b>Options</b></p>	<p><b>Generate a <i>large</i> number of IDEAS</b>          Explore options          Develop a creative environment – encourage new thinking          Mentally log all the ideas          Only produce an option if the coachee has no more          Facilitate making choices</p>	<p>What options do you have?          What else? ...What else?...          If you had unlimited (time/budgets) or a magic wand what would you do?          What would you do if you had no fear of failing?          What are the implications of that option? What might prevent success?          Who might you need to speak to or involve?          What might the impact be?</p>
<p><b>What</b></p>	<p><b>Convert coaching into ACTION</b>          Check levels of commitment          Conclude, feedback and summarise the plan          Offer follow up          Leave the coachee positive and optimistic</p>	<p>What are you going to do?          When are you going to do it?          Will this action meet your goal?          What obstacles might you meet along the way?          Who needs to know?          What support do you need?          How and when are you going to get that support?          What other considerations do you have?          On a scale of 1-10 how confident are you that will carry out the actions agreed?          What prevents it from being a 10? What would make it a 10 for you?</p>

**PROCESSES**

**Checking Feelings/Self-awareness**

- How do you feel?
- You say that....but I am noticing (facts)...

**Challenging**

- What do you *really* want?
- On one hand you say... but on the other....
- What is really true about...?