

The S.P.E.A.R. Model



Situation	Establish the situation & know the situation you <i>want</i> to create: GOAL Be objective (detached) Draw out facts/perceptions and assumptions Use what, when, where who and how? Stick to reality Select a PURE goal: <i>Positive, Understood, Relevant and Ethical</i>	What is going well? What is challenging you right now? What do you want instead? What might you be overlooking? What might be the underlying issue? What do you want to change? What is within your personal control? What do you want to achieve by when? What would be the most useful/helpful thing for you to take away from this session/time?
Possibility	Explore a variety of OPTIONS Develop a creative environment – encourage new thinking Mentally log all the ideas	What options do you have? What else? and 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?
Evaluation	Evaluate best solution Explore options Facilitate making choices	How successful could that be? Which option would have the most impact? Who might need to be involved? What might the impact/outcomes be?
Action	Convert coaching into ACTION Check levels of commitment Plan actionable steps towards goal	What are you going to do? When are you going to do it? Will this action meet your goal? 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?
Review	Reflect & Review Conclude, feedback and summarise the plan Offer follow up Leave the coachee positive and optimistic	When will you know if you have been successful? How will you measure the difference/impact? When shall we meet to discuss your progress? What happened? What are your thoughts about this? What did you learn/take from this? What will you need to do next?

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...?