



Every Coaching Conversation Has Three Phases: A Beginning, a Middle, and an End.

BEGINNING: AGREEMENT

In the initial stages of a coaching conversation, it is crucial to set an agreement (agenda) regarding the client's coaching focus for the session and the expected outcomes.

MIDDLE: EXPLORATION

The middle part of a coaching session begins with a transition question that encourages the client to explore their topic and determine how to achieve their goals.

During this exploration phase, the coach asks thought-provoking questions that align with the client's chosen direction for the session. This process is designed to generate new insights, enhance self-awareness, and help the client uncover their own independent solutions.

Through inquiry, reflection, and trust in the client's ability to find their own answers, this phase often brings to light obstacles that the client may not have recognized previously. It also introduces new perspectives and opportunities for growth.

END: CO-CREATED CONCLUSION

The end of the coaching is a time to review with the client what they are taking away from the session and how they could use that awareness to move forward and what support they might need to make it happen. This is done with the client deciding how to close their session.

