

THE Coaching PROCESS

BEGINNING

The beginning includes an agreement (agenda) about what the client wants to be coached on for that session.

EXPLORE/CLARIFY UNTIL CLEAR

- "Can you tell me more about what's going on?"
- "You said ____, what does that mean to you?"

Establishing the Topic and Outcome is ESSENTIAL in Coaching and Cannot Be Skipped.

MIDDLE

The middle is a transition when a client might begin to identify barriers and increase self-awareness, possibilities, and solutions.

Value CHECK-IN: Managing progress

"Are we on track to getting what you need today?"

AHA Questions:

- "What did you just notice?"
- "What just came together for you?"
- "What are you just realizing?"
- "You went very quiet... what happened?"

END

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 have the support they might need to make it happen.

