

How to Initiate Coaching Conversations

Goal - What do you want to achieve?

- What's on your mind?
- What's your overall objective for the future? What could that enable you to do?
- What are you prepared to do to achieve it?

Reality - Where are you now?

- What's happening now? Describe the situation.
- What are some possible causes?
- How does it impact you? Others? Overall performance?
- What have you done about it so far? What happens if no action is taken?

Options - What are the options?

- What is the best and worst option and why?
- Who else could add a helpful perspective on options?
- What does the ideal outcome look like?
- What other ways could you achieve this outcome?
- What actions worked well in similar situations?

Way Forward - What are the next steps?

- What is your preferred approach and why?
- What is the best way to take massive action?
- What action is the smallest, easiest, most productive?
- What obstacles might you expect? How could you prevent them?
- When are you going to start?

