

Sample Coaching Session

The following is an example of how to structure your coaching conversations with your young people. This structure is borrowed from the International Coach Academy (coachcampus.com), one of leading professional coach training programs in the world.

Step 1: Setting Session Goals

- *What's on your mind today? What would you like to explore today?*
- *We have an ____ (time) together. How would you like to spend that time?*

Help them dig deeper:

- *Why is this goal or item important to you?*
- *What is the value or benefit for you?*

Example:

"I want to get a job." (surface)

"I want to get a job so I can have money." (deeper)

"I want to get a job so I can save up for my own place." (core reason for the goal)

Explore Roadblocks or Considerations

- *Is there anything or anyone you think might get in the way of success?*
- *Have you tried anything previously that did or didn't work?*

Measurable Outcomes

This can be something tangible such as action or list of ideas. Or, it can be an acknowledged emotion like the person feeling more confident or empowered to face the challenge.

- *What does success look like to you?*
- *How will you know you have been successful in this area?*

Step 2: Check In

Check in during the session/conversation to make sure the Coachee is progressing with their desired outcome. Notice if it is straying off course from what they agreed on. It could be that they don't know that they're straying or they may want to change topics.

- *I noticed we wandered off your original goal. Would you like to switch topics or should we take a moment to refocus?*

Step 3: Review & Action Plan

Check in and assess the anticipated measurables

- *How do you feel about the progress you made today?*
- *What actions do you plan to take after you leave today or before our next talk?*



The G.R.O.W. Model

The GROW Model is a simple yet powerful framework for when a youth is ready to begin goals setting.

One of your most important roles is to coach your youth to do their best. By doing this, you'll help them make better decisions, solve problems that are holding them back and learn new skills.

Goal

- What goal, or goals, do you want to achieve?
- Why is this important?
- What do you want to get out of your time in this Coaching program?
- What would you like to work on?
- What are the benefits of you achieving this goal?

Current Reality

- Where are you now in relation to your goals?
- What steps have you already taken, if any?
- What challenges have you faced in trying to reach your goals?

Options

- What are your options?
- What would you like your first step to be?
- What is the first step you'd like to take?
- Who in your life do you have that can support you?

Will, or Way Forward

- When will you start?
- What support do you need?
- When would like to get started?
- How will you know when you've been successful?
- How committed to this goal are you on a scale from 1-10?