

SAMPLE COACHING SESSION

STEP 1: SETTING SESSION GOALS

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

DIGGING DEEPER

- *What is important to you about this?*
- *What is the value or benefit for you?*
- *What does this mean for you?*
- *Why this issue, now at this time?*

EXAMPLE:

"I want to get a job."

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

"I want to get a job so I can save up for my own place."

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: IMPLEMENTATION

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

CHECK IN AND ASSESS THE ANTICIPATED MEASURABLES

- *How do you feel about what you had hoped to achieve from our session/talk today?*
- *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 session/talk?*