

RESOURCE:

T-GROW COACHING CONVERSATION OUTLINE

TOPIC: APPRECIATIVE INQUIRY:

What has gone well for you this past week?

GOAL

AGENDA:

How might we take that same presence/energy into our session today? In thinking of a goal or outcome for our time together right now, what would make this a great session for you?

Outcome:

If you had your Outcome, what would that mean for you?

Listen for VALUE #1: _____

What would [Value #1] do for you that might be even more important?

Listen for VALUE #2: _____

Optional: If you had that fully and completely what would that give you that is deeper and more important?

Listen for a CORE VALUE: _____

If I could assist you to [get your OUTCOME], so that you could have more of [VALUE 1], and [VALUE 2] (and CORE VALUE), would that be a good use of our time? [Y/N]

EVIDENCE:

-Thinking about where you are, on a scale of 1 to 10, how would you rate your (ability, confidence, etc.) to [achieve their desired OUTCOME]. _____

-By the time we're finished, where do you think you'd like to be? _____

-How will you know you're a (#)?

T-GROW COACHING CONVERSATION: *OUTLINE*, cont'd

REALITY Ask just a couple questions – or move right through to “Options”
- "What have you done about it so far?", "How is this impacting you?", etc.

OPTIONS: FUTURE CASTING

- *Consider using your Coaching Zones and Open-Ended questions (pp.9-11, Workbook)*
- Follow a general flow of thought (questions provided as examples:

DESIRE: “What do you WANT? (see it on the wall) Imagine that sense of [value],
as if you’ve already succeeded. Tell me what that looks like? feels like?”

MEANS: “How did you get it?”
“What was your plan?”

WILL: “How did you commit to that? Why is that important?”

ACHIEVEMENT: “How will you know you've got it?”
“Describe the impact on you, others, etc.”
“How will you celebrate?”

*Keep track of which Coaching Zones you are able to address along the way and try to
ask at least one question in each Coaching Zone:*

Environment | Actions | Capabilities | Values | Choices | Identity

WAY FORWARD

WAY: addresses action, accountability and evidence.

- "Looking at the time, as we wrap-up let's talk about the way forward."

- "Imagine you've succeeded, as if you've already (describe accomplishment)"

Action Steps

We want the client to leave with one to three (1-3) ACTION STEPS they are going to take to "move forward from their goal."

- "We've discussed quite a few options to help you move forward in accomplishing [OUTCOME]". What are the first steps you intend on taking?"
- Or perhaps, "What's the next step for you?"

Accountability

- "How do you plan on making sure you'll take those first steps?"

- "Who can help you be accountable to begin implementing this plan?"

Evidence

We simply return to our scale from the Evidence part of the GOAL.

- "With the insights you've had, and the steps you plan on implementing, where would you say you are at this time on that scale of 1 to 10?"

BONUS: A great question to take it to the next level:

If they are a [#] and a half - "What would it take to get you to a [#]?"

OR If they are at a [#] - "What would it take to get you to a [[#]+1]?"

FORWARD: as we move forward with the coachee, we help them identify a major takeaway to reinforce their positive outlook and creativity, and we buoy their sense of value and confidence through appreciation.

Most Valuable Takeaway (MVT)

“What are you taking away from today’s session that you feel has been most valuable?” -OR-

“What was your biggest ‘Aha!’ that will help you moving forward?”

Appreciation

Find something you genuinely admire about them.

“I’d just like to say that I really appreciate [value, e.g. ‘your level of authenticity’] today. I believe it will continue to serve you as you move forward to take the first steps (you can mention what they listed above here).”

-OR-

“I’ve enjoyed our time today and admire [your commitment to constantly improve]. With your permission, I’d like to contact you next week and check-in to see the impact of you implementing your first steps.”