**Coaching Conversation**

**G** : What’s the issue?

Tell me about…

Tell me about that.

What else?

Tell be about that.

Is there anything else?

**R** : Current Reality

* What’s been happening?
* What have you tried?
* How did that work out?
* Tell me about the results or lack of.
* Where are you now?
* What do you think is getting in the way?

Feedback – Is this right?

Do I understand this correctly? What else? Is there anything else?

Your goal was \_\_\_\_\_\_\_\_\_\_\_\_\_. Do you think that’s realistic? Why?

**O** : Options

* If we could fix this, what might we do?
* What would you do to overcome your challenges?
* If you were the/a leader…what would you recommend that you do?
* What else? Anything else? Is there more?

I’ve got a couple of thoughts, would you like to hear them?

Do any of these interest you enough to take action?

We’ve got 10 options. Let’s pick one you could take action on.

If you were to do this, how would you go about it?

**W**: What’s the way forward?

* What are the next steps?
* How might you overcome those obstacles?