

# THE 5 STEP COACHING EXCHANGE



## 1. Identify

**What the coachee wants to accomplish and address.**

### EXAMPLE QUESTIONS

- 8 What would you like to focus on today?
- 8 Where would you like to go with this?
- 8 What does this do for you?
- 8 Of those five issues, which one is your top priority?
- 8 What do you need most for yourself?
- 8 What needs to happen for you at this session?
- 8 Which one feels most urgent for you?
- 8 What do you want to have change in this situation?
- 8 What is the best use of our time together?
- 8 What's one thing you want to change?
- 8 What is important to you about achieving the outcome you want from this session?



## 2. Discover

**Explore the options, beliefs, perspectives and learnings.**

### EXAMPLE QUESTIONS

- 8 What could happen?
- 8 What outcome do you want?
- 8 If you knew the answer, what would it be?
- 8 How has this worked in the past?
- 8 How will others respond?
- 8 That's one option...what's another?
- 8 What have you already tried?
- 8 If you could start over, what would you change?
- 8 What might work best?
- 8 What have you observed that works for others?
- 8 How do you feel about that?
- 8 What values are you honoring?
- 8 What does \_\_\_\_\_ look like for you?
- 8 What do you think is missing?



## 3. Strategize

**Action plan to bridge gap from today to future goal.**

### EXAMPLE QUESTIONS

- 8 What belief is stopping you taking that step?
- 8 What needs to happen?
- 8 What would the outcome of this approach?
- 8 How will these actions contribute to achieving your goal?
- 8 To whom do you need to talk?
- 8 What is the most important thing to do here (now)?
- 8 What do you need to do to reach your goal?



## 4. Clear the Way

**Address obstacles to the action plan.**

### EXAMPLE QUESTIONS

- 8 What do you fear might happen?
- 8 What are the expected roadblocks?
- 8 What resources do you need?
- 8 What other areas of your life need to change to support this?
- 8 What/Who is standing in the way of reaching your goal?
- 8 Who will you involve to make your plan happen?
- 8 Who else do you need to complete this step?
- 8 Who do you need to communicate this to?
- 8 Anything stopping you?
- 8 To whom do you need to talk?
- 8 What is missing?



## 5. Recap

**Cement clarity for forward action.**

### EXAMPLE QUESTIONS

- 8 What did you learn today?
- 8 What is your plan for the next few weeks?
- 8 As you have recapped this, what other items come to mind?
- 8 How realistic is that date given everyone's schedule?
- 8 What other commitments do you have in that time frame?
- 8 What will you do by when?
- 8 When is a good time for our next meeting?
- 8 How would you like to be held accountable for your commitments?