THE 5.5.5 COACHING EXCHANGE SUPPORT

IDENTIFY

The purpose is to partner with the client to clarify the topic, outcome desired and measures of success.

➡ Explore.
➡ Confirm.
➡ Establish an Agreement.

- What is the topic? (explore and confirm)
- What is the desired outcome? What do you want to be different? (explore and confirm)
- What is important about the outcome?
- How will you know you have been successful in achieving the outcome desired?
- What do you think needs to be addressed to achieve the outcome desired? (unpack the gap)

DISCOVER:

The purpose is to partner with the client to help them gain a deeper understanding of what is required to achieve the desired outcome.

➡ Listen.
➡ Be curious.
➡ Share observations.
➡ Make a request.
➡ Acknowledge and endorse.
➡ Use and explore language or phrases that are repeated or seem meaningful.

- Where would you like to begin? Where is the best place for us to start? (launch question)
- What feels like the most important thing to address?
- What important to consider that you haven't yet explored?
- What is most challenging for you about achieving the outcome you desire?

STRATEGIZE

The purpose is to create an opportunity for the client to articulate new learning and next steps

- What have you learned about the situation?
- What have you learned about yourself?
- What has emerged as a potential solution or way forward?

CLEAR THE WAY:

The purpose is to address any barriers or potential obstacles that the client foresee emerging.

- What might get in the way of your following through?
- How realistic is your strategy or plan?
- What haven't you thought of that might need to be addressed to ensure your success?

RECAP:

The purpose is to have the client articulate and further solidify their learning, the value of the coaching and how the next steps will help them achieve their goals.

- What are you taking away from our conversation?
- How has this conversation helped you achieve your desired outcome?
- What about our conversation was useful to you?