





To DEFINE

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① Educate on the coaching process
- 

② Set a contract
- 

③ Listen actively
- 

④ Find that Keyword



To DIVE

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① Clarity & curiosity questions
- 

② Make an observation
- 

③ Powerful questions → silence
- 

④ Acknowledge
- 

⑤ Use a metaphor

To EXPLORE

- 

① Resist prescribing solutions
- 

② Share (experience & expertise)
- 

③ Observe obstacles
- 

④ Get a detailed picture

3 Reasons Why Coachees Sum Up

No Action Plan?

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① Make a request
- 

② Promote new learning
- 

③ Articulate forward movement
- 

④ Establish accountability

