

Secret Coaching

Goal

Establish or re-establish the coaching contract

We are going to do a little secret coaching. I will ask you questions. Think about the answers honestly and write them down. We will not be discussing what you have written - it will be private to you.

Agree the topic for the coaching conversation

What area of your work would you like to work on? This may be an area where you are having difficulties, where you feel stuck, or perhaps something you are good at, and want to get better still.

Identify the desired outcome

What do you want to achieve?

What will change when you have achieved it?

When do you want to achieve it by?

What benefits will you get when you have it?

Reality

Establish high quality awareness of the current situation

What have you done so far to get it?

What has got in your way in the past?

What have you already done that has been successful?

Options

Identify alternative ways to achieve your goal

What resources do you have to help you reach your goal?

List all of the things you can do to move forward to your outcome?

What else could you do?

What else could you do - if there were no constraints?

Evaluate options

Which idea or option has the best chance of succeeding?

Will

Decide what steps the coachee will take

What are you going to do to begin now to get what you want?

What will be the first thing that you do?

When will you make that start?

Agree the follow-up process

What date will you put in your diary, to look at this page and review what you did?