

## Coaching Cheat Sheet

Coaching has risen to popularity because it works, but *explaining* how it works can be difficult. Instead of explaining, here are some “nuts and bolts” of a coaching relationship that you can experiment with:

Coaching involves **7 Key Stages** addressed in the following order:

1. Help the coachee by listening to their issues and desires – their **Heart**
2. Help the coachee clearly articulate their preferred future – their **Vision**
3. Help the coachee state what would turn vision into reality – their **Goals**
4. Help the coachee brainstorm ways to accomplish new goals – their **Options**
5. Help the coachee commit to specific things they will do *now!* – their **Actions**
6. Help the coachee with resources and motivations to get going – their **Launch**
7. Help the coachee sustain the desired changes for the long-haul – their **Support**

Below are examples of *powerful questions* a coach might ask in each stage of coaching:

### **Heart** stage:

- What do you sense needs to be different in your life?
- What is your heart longing for?
- In the simplest terms, what do you want?

### **Vision** stage:

- If you got what you wanted, how would your life be different six months from now?
- As you imagine that, how would you describe this vision in detail?
- What is your commitment level, scale of 1-10, to working toward that vision?

### **Goals** stage:

- Now that your vision is clear, what are some goals that would move you toward that vision?
- Which of those goals is most important, and why?
- If you're ready to be specific, what is your first goal then?

### **Options** stage:

- How many options to accomplish that goal would you like to have? How about 8-10?
- How would you go about accomplishing that goal? What else could you do?
- What might others do if they had the same goal? What do you think Jesus might do?

### **Actions** stage:

- Of the options we've brainstormed, which do you like the best, and why?
- If that's your favorite option, what will you do about it?
- When will you do it, and who will you celebrate with when you've done it?

### **Launch** stage:

- What resources could help you take action? What obstacles might get in the way?
- On a scale of 1-10, what is your motivation to follow through with this action step?
- How could you increase your motivation? What would make it easier to launch into this?

### **Support** stage:

- When you make this change, what will it take to sustain it for the long haul?
- How can you turn this into a new habit so the new action becomes automatic?
- Who will be your go-to person(s) for support, encouragement, and accountability?