## Coaching Template

| G | What do you need to achieve? Tell me more about that.  
If we worked together on this for the next three months, what would you like to have happen that is not happening now? 
If that was in place, what would be happening? Take me through that in detail. 
How will that be of real value to you? 
When you achieve this goal, what will it look like/feel like? 
Is that realistic? Can we do that in the time we have available? 
What are the critical success factors to achieving this goal? |
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| R | What is the reality at the moment? 
What is working now? 
Are there times when the problems don’t occur? How can we build more of these? 
What do you already have in place that will help to increase the likelihood of you achieving this goal? 
What other factors are relevant? 
What’s within your area of control? 
What else do you have in place that’s supporting you to achieve this goal? |
| O | What are some options you have to ensure you can reach this goal? 
What could you do to change the situation? 
What alternatives are there to that approach? 
Tell me what possibilities for action you see. Don’t worry if they are not realistic at this stage. 
What approaches have you used yourself, or seen others use in similar circumstances? 
What advice would you give someone else who was in a similar position to you? 
Would you like suggestions from me? 
What else? What else? What else? |
| W | What options do you like the most for action during the coming weeks? 
What will you do, specifically? 
What will you do first? 
What are the next steps? 
What small steps could you take in the next two days that would move you closer to your goal 
What could happen next? 
When will you do this? 
What will it look like when it’s done? |
| T | How will you ensure this happens? 
How and when will you do it? 
Precisely when will you take the next steps? 
How might you ensure that you remember to do this? 
What sort of person do you need to be to achieve the results you desire? 
Who can you model? 
What different attitudes, values, beliefs will you need? 
Can you think of a time when this has been successful? What made it so? 
What habits or actions do you need? Does anything need to change? 
Is there any support that you need? 
How will you ask for that? |
| H | How will you ensure that you carry out these actions? 
Is there anything that might get in the way? How can we address that? 
What strengths or qualities of yours will help you to achieve your goal? 
What needs to be different about your thoughts, feelings, behaviours, or environment to ensure you carry out these actions? 
Knowing yourself as you do, what is your advice to yourself in order to carry through with this? 
What support/structures are needed to maintain this? |