

# TOPIC

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- ◆ What do you want to achieve?

# Goal

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- ◆ How do you know you reach goal?
- ◆ What will achieving give you?

# Reality

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- ◆ What happening to you now?
- ◆ What went well?

# Obstacles

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# Options

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- ◆ What are the problems on the way?

- ◆ What ways you can get it?
- ◆ Which is the best for you?

# Way forward

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- ▶ What steps you should do now?
- ▶ How to ensure overcoming obstacles?



O  utcomes

S   coking

K  now-how &  resources

A  ction  
ffirmation



R  eview



# Coaching BARRIERS

1. Control
2. One SIZE for ALL
3. TOO MUCH, TOO
4. GIVING SOLUTIONS LITTLE
5. COACH CENTRED
6. WRONG PRIORITIES
7. LACK OF STRUCTURE



# Coaching based on solutions

- if smth works, do it more
- if smth doesn't work, do smth different
- if smth is not broken, don't fix it
- don't complicate

How would you know that you succeeded?

ENDING SATISFACTION

INSPIRATION

- What do you want?  
- Why is important for you?

How can I increase my engagement?

INTEGRATION of VALUES

How you can do it?

IMPLEMENTING



# Active Listening

- \* BODY LANGUAGE & POSTURE
- \* Non verbal signs
- \* Use of questions
- \* CLARIFICATIONS & FEEDBACK

## Questions

OPEN

CLOSED

REFLECTIVE

LEADING

PROBING

HYPOTHETICAL

PARAPHRASING



# COACH



## ASKING QUESTIONS



- if something works, do it more
- if something doesn't work do something different
- if something isn't known, don't fix it
- don't complicate :)



- opened  
→ What do you want to do in the future?
- closed  
→ Would you like to continue working in that company?
- leading  
→ Would you like to change career?
- etc.



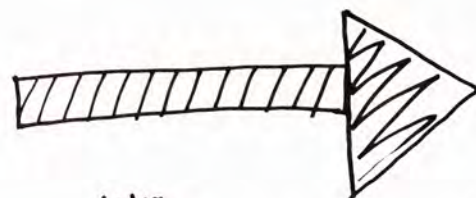
## Evaluation



**T**opic  
**G**oal  
**R**eality  
**O**bstacles  
**W**ay forward



**S**pecific  
**M**easurable  
**A**ttainable  
**R**ealistic  
**T**imely  
**E**xiting  
**R**ecorded



now → later



- How do you feel after setting your goals?
- What will change when you achieve your goal?



( who? what? where?  
which? how? why? )

# COACHEE



Coach



Support

GOAL

Focus on

Questions

ISSUE

Review

Feelings

REALITY

Body language

PROBLEMS

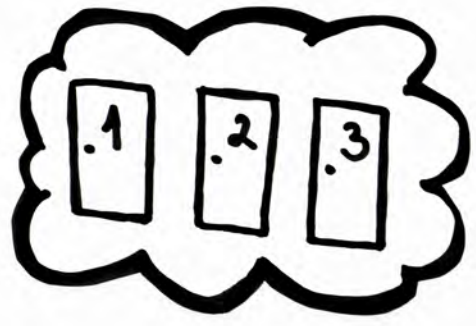
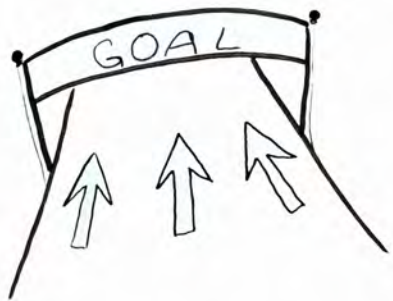
Imagination

OPTIONS

FEELINGS

WAY

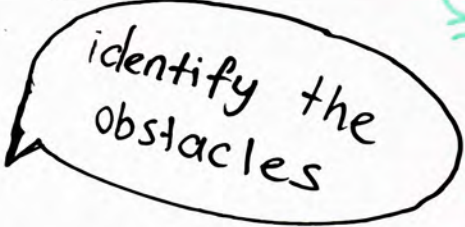
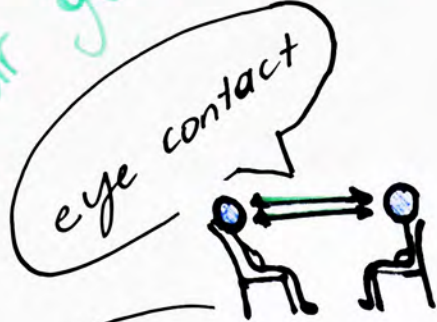
Inspiration



Coachee



What are the obstacles on your way? Who would you like to be in 5 years? What do you feel? What is your goal? How do you want to be in 5 years? How do you need?



communications / active listening / body language / questions / feedbacks / questions / questions / questions / questions / questions

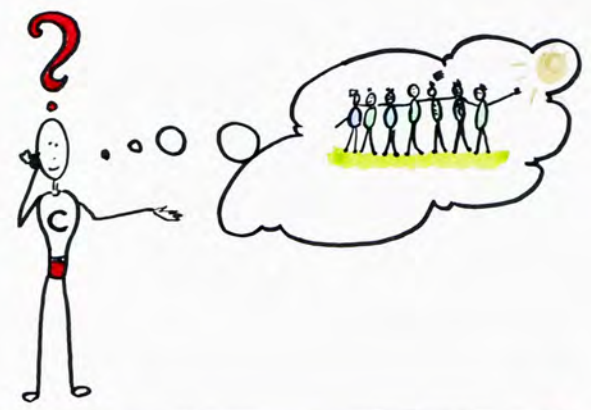






# ENVIRONMENT

- quiet, safe, private, comfortable room/place
- encouraging, patient, good listener, calm atmosphere
- emphatic



# GOAL

- Explain, describe your goal!
- Why is it important to you?
- How will it feel, when you have reached your goal?

# OPTIONS & OBSTACLES

- Can you name alternatives + suggestions?
- Do you have a preferred option you'd like to act on?
- What prevents you from achieving your goal?
- What is keeping you off from changing?

# REALITY

- Explain, describe your current situation!
- What's been going wrong so far? What have you done so far?
- How did you manage to fail? Describe how did you do it?

# REFLECTION

- Personal evaluation, self reflection
  - Self assessment
- What motivates you?  
Are you Superman or Catman?  
DEAD 2  
DEAD 4  
DEAD 1
- Will your plan solve the underlying problem?  
What steps come after?



# SOLUTION

- Are you satisfied with the outcome? ?



# TOOLS

- mind-mapping
- coaching games
- visual aids
- schemas
- lists
- questions
- pros & cons
- stimulus
- imagining the wanted reality
- active listening



# WAY FORWARD

- How can your surroundings support you?
- What steps can you take now?
- Are all obstacles taken into account?
- What exactly can you do?
- How will you overcome your obstacles?
- Will you achieve your goal?

