

COACHING CONVERSATION MODEL

Step 1
Establish Focus

CURRENT REALITY

Step 2
Discover Possibilities

Step 3
Plan the Action

Step 4
Remove Barriers

Coaching Through the Gap

Coaching Skills:

- Contextual Listening®
- Discovery Questioning®
- Messaging
- Acknowledging

THE GOAL

Step 5
Recap

The Coaching Conversation Model® is copyrighted by CoachWorks International, Dallas, TX USA and is used by CCUI with permission. Corporate Coach U www.ccui.com/clinic



A selection of Powerful Discovery Questions

Focus

- What would you like to get from this conversation?
- What feels most urgent for you now?
- Of all the issues, which one is your top priority?
- What is the best use of our time together?
- What do you need most for yourself?

Discover Possibilities

- What outcome do you want?
- What is the best thing that could happen?
- If you knew you wouldn't fail, what would you do?
- What have you observed has worked for others?
- That's one option... what's another?

Plan The Action

- Of all the options, what's most compelling?
- What do you need to do first?
- Who or what do you need to include to succeed?
- Who do you need to talk to?
- How will these actions contribute to achieving your goal?

Remove the Barriers

- What might prevent you from succeeding?
- What's missing?
- What resources do you need?
- What are the roadblocks you expect or know about?
- Who do you need to communicate this to in the organization?

Recap

- Tell me what you are going to do and by when?
- What are you taking away from this conversation?
- What will you have achieved by our next meeting?
- For our next meeting, what date and time will work best?
- How would you like me to hold you accountable for your commitments?



Founded in 1997, Corporate Coach U (CCU) is a leading global provider of customized corporate coach training and corporate coaching services.

www.ccu.com