



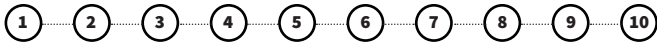
# COACHING SESSION STRUCTURE AND QUESTIONS

## CONFIRM DIRECTION

- What's on your mind?  
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- Given the time we've got today, what is the most important thing we can talk about?  
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## SET GOAL/REVIEW PROGRESS

*Do you have a goal? In no, then:*

- On a scale of 1-10, how close is your coaching to what you imagine as the ideal?  

- Why did you give yourself that number?  
Why not lower? Why not higher?  
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- What would have to change to get to ten?  
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- Do you want that to be your goal?  
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- Can we make it closer to a PEERS goal?  
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- Do you really care about the goal?  
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*If yes, then:*

- What has gone well?  
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- What are you learning?  
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- What is the real challenge?  
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- What progress has been made toward the goal?  
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- What surprised you?  
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- What roadblocks are you encountering?  
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- And what else?  
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- What is working?  
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- What needs to change?  
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**PLAN NEXT ACTIONS**

- When do we talk next?  
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- What tasks have to be done before we talk?  
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- Who will do them?  
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- On a scale of 1-10, how committed are you to your goal?

**INVENT**

- What have you tried so far?  
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- What resources can you draw on to hit your goal?  
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- What strategies can you use?  
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