



COACHING SESSION STRUCTURE AND QUESTIONS

CONFIRM DIRECTION

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

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?
- What would have to change to get to ten?
- Do you want that to be your goal?
- Can we make it closer to a PEERS goal?
- Do you really care about the goal?

If yes, then:

- What has gone well?
- What are you learning?
- What is the real challenge?
- What progress has been made toward the goal?
- What surprised you?
- What roadblocks are you encountering?
- And what else?

INVENT

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

PLAN NEXT ACTIONS

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