esson 6 -MANAGING THE Coaching Convertation **COACHING MASTERY**

DOMONIQUE | BRILLIANT COACH ACADEMY



COACHING • CONCEPT• PERSONAL

Coaching MASTERY



A COACHING CONVERSATION SHOULD FEEL LIKE A RELAXED CONVERSATION...



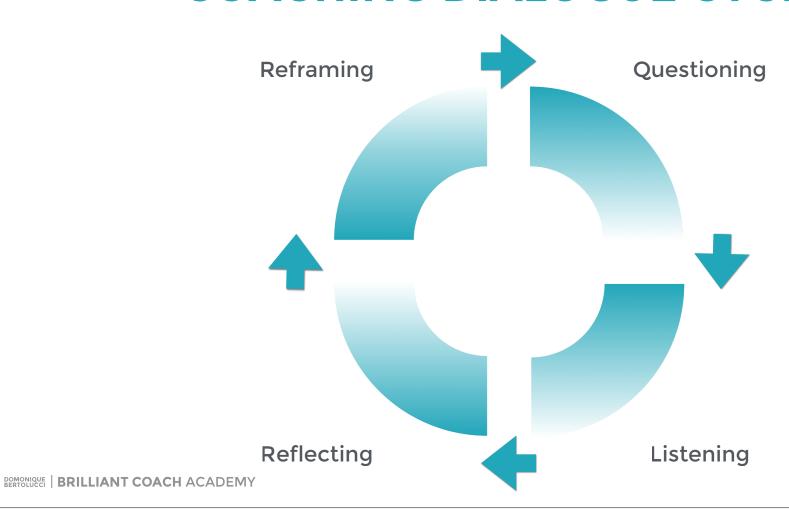
EXCEPT THE CLIENT IS DOING MOST OF THE TALKING!



A COACHING CONVERSATION FOLLOWS A CYCLE.

COACHING DIALOGUE CYCLE Coaching





Coaching Model



Follow a dialogue model to make sure your coaching conversations are more than just a chat.



A good coaching conversation will take the client out of circular thinking and into linear problem solving.

You may have heard of the GROW Model - GOAL, REALITY, OPTIONS, WRAP-UP -

At the BRILLIANT COACH ACADEMY we believe that our clients need to shift their focus from goals to INTENTIONS.

Our model is IBEC.



INTENTION BASED COACHING

- INTENTION
- **B** BACKGROUND
- E EVALUATION
- C COMMITMENT



WHAT'S SO IMPORTANT ABOUT INTENTION?



INTENTION

Identify the desired outcome by establishing not just the topic of the conversation, but intended outcome for the session.

- How do you want to feel by the end of this conversation?
- Where do you want to get to by the end of this conversation?
- What do you want to focus on during this conversation... and where would you like to get to with that?

PLUS Where there is a pre-set intention:

How can I help you move forward with _____ today?



INTENTION

Depending on the nature of the coaching relationship, the intention for the conversation may be directly aligned to the client's big picture intention or may be a stand alone intention based on their immediate situation.



BACKGROUND

Use open questions to understand why this intention is important to the client and what idea(s) have been explored and what action(s) has been taken prior to this point:

- So tell me how things have been going...
- What have you tried so far...
- · What's been working for you...
- What has stopped you from...
- What's been getting in your way...



BACKGROUND

Clients are often more comfortable focusing on the past that the future so set a time based container for this part of the conversation:

- Let's spend a **few minutes** exploring...
- · Can you give me a couple bullet points about...
- · I'd love to hear a brief rundown on...



EVALUATION:

Use this stage of the conversation to explore the options and see what is actually possible to help the client to move towards the outcome they desire.

- So what else could you try...
- What could you do differently...
- How could you get closer to...
- What different approaches could you take...
- What would be the easiest way...



EVALUATION:

Sometimes the client knows exactly what option they need to take in terms of action or their dynamic space, even if this is not a physical action.

In this case it is even especially important to focus on the head and heart spaces needed to make taking this action something they can do with ease.

Once a client has explored their options, support them in selecting the one they feel most comfortable and confident in working towards.



COMMITTMENT:

It's easy to say what you are going to do and another thing entirely to actually do it.

Once a client knows what changes they want to make and actions they need to take, we need to support them in committing to it.

- How do you feel about this action...
- How committed are you to taking this action...
- How confident are you in taking this action...
- What do you feel might get in the way of you taking this step...



COMMITTMENT:

This is a good time to explore any additional risks or obstacles (internal or external) and put in place a plan that supports your client's commitment.

Always close the conversation by asking the client:

- What was the most helpful/insightful/useful part of this conversation?
- What is the first thing you are going to do as a result of this conversation?



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UP NEXT

Laser Coaching 1

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