Open-Ended Coaching Map for Speed Coaching

This general coaching map works in nearly every situation with minor adaptations. Speed coaching should last no longer than 10 minutes.

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| **STEPS** | **SAMPLE PROBES / INVITATIONS** |
| **Open:**   * Greeting * Set the agreements | * Let’s take xxx minutes now. * How can I best support you? |
| **Focus:**   * Determine focus and result for the coaching session. | * Tell me what you want to focus on today and what you want by the end of the conversation. |
| **Explore:**   * Examine the current situation. * Gather relevant background and conditions. * Keep the responsibility in the hands of the client! | * Let’s examine the current situation.   + What is working? How do you know?   + What is not working? How do you know?   + What might you do? * What is affecting it? * What role do you play in this? |
| **Generate:**   * Gather at least three or four options. * More are preferable. | * Let’s think of some options to consider. The more, the better! * Which one of us will jot down the options? |
| **Decide:**   * Examine the feasibility of the options. * Prioritize them. * Choose and explain the rationale. | * Of all the options, which two or three seem most viable to you to implement to address this situation? * What makes these the best options? * Choose the one that is most favorable to you and explain your reason for choosing it. |
| **Plan:**   * Sequence steps to act. * Identify resources, supports, learning, etc. needed to succeed. * Plan a check back or check in. | * So, let’s map out what steps you’ll take from here. What’s first? * What resources, supports, learning, etc. do you need to be ready to act? * When shall we connect again about this? |
| **Close:**   * Review next step(s). * Reflect on sense of confidence and competence. * Reflect on value of coaching and coach’s support. | * Let’s wrap up. What are your immediate next steps? * What is your level of commitment to do this? * How confident are you that you can accomplish these steps? * How does knowing these steps help you? * I’d appreciate your feedback on my coaching today. |

Developed by Joellen Killion, 2016.