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.

|  |  |
| --- | --- |
| **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.