

8 Step Laser Coaching Model

1. Get permission to coach

Q: Would you like some coaching on this?

2. Help them CLEARLY define the outcome

**Q: What is it that you truly want? How will you know when it is handled?
What does success look like?**

3. Identify importance

Q: Why is that so important to you?

4. Identify consequences of NOT taking action

Q: What has it, is it, or will it cost you if you continue on this path?

5. Identify any blocks (mental, emotional, physical)

Q: What is holding you back from handling this? What justifications/rationalizations have you used to keep you from moving forward?

6. Decide and break down action to the very next step

Q: What is the very next [make sure it is one simple action] step that will get you moving, ASAP? (Today!) (In the next 15 minutes)

7. Create accountability

Q: Besides me, who or what can you use as leverage to ensure you follow through on your commitment?

8. Acknowledge & reward, reward, reward