

STARTING A COACHING / MENTORING RELATIONSHIP

Imagine it is 1 year from now and we are finishing our coaching / mentoring engagement. What would make you really happy to have accomplished as a result of our time together?

How can I best serve you? Support you?

What would you like to focus on during our calls? Big picture

Important for the mentee to identify an overarching goal, inspired future!

What would like to focus on today? Great question to start each call

What are you learning? What are you experiencing?

Aspirational Goal? Behavioral goals?

What is your inspired future? What do you really want?

What is your current situation?

What strengths do you bring? What are the obstacles to reaching your inspired future goal?

What changes / shifts need to happen to reach your goal? Inner work (attitudes, self-limiting beliefs, perspectives). Outer work (new behaviors)

Build plan

What support do you need? Who?

How can I best support you?

Execute the plan

- check in regularly
- examine effectiveness
- develop long range plans

GROW Model

- Asking great questions
- Not telling what to do
- Helping colleague develop his/her own answers
- Enhances ownership + responsibility
- Encourages personal growth

GOAL

- Performance goal
- Development goal
- Problem to solve
- Decision to make
- SMART Goal
 - Specific
 - Measurable
 - Attainable
 - Realistic
 - Timely



REALITY Current Reality

- Awareness of current situation
- What? When? Where? Who? Why?
- Reflection on current reality provides the substrate for solutions
- Active listening
- Do not share your own opinion
- Do not jump to solutions

Obstacles / Options

- Explore the obstacles but don't get stuck!
- Ask questions to generate solutions
- Brainstorm as a group
- No judgment on value of ideas
- Do not give advice



Way Forward / Will

- Clear action plan for next steps
- Commitment to action
- Accountability

