

Coaching Session Transcript

Define your challenge
Simplify your decisions
Clarify your actions



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INTRODUCTION

Hello and welcome,

Well done for taking that critical first step. Let's build on the momentum you've created right away. Here's what's ahead

In this coaching session, I'll ask you a number of coaching questions. By answering them you'll.....

- Simplify your challenge
- Break it into component parts or elements
- Select the most critical aspect and focus on it first
- Evaluate your options to reach your goal
- Choose the most effective path
- Execute with conviction and a sense of purpose!

So let's get cracking. I'm going to coach you through the issue at hand.

GROW Model

The proven coaching model I am using is the GROW model. GROW is an acronym for the 4 stages:

Goal – setting the right goal

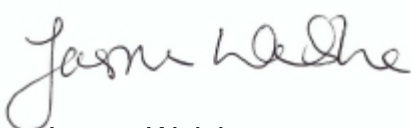
Reality – what have you already done in pursuit of the goal?

Options – what could you do in pursuit of the goal?

Way forward – what will you do?

Enjoy the process and the increased clarity and focus it delivers.

Best wishes,



Jasper Walshe

G: Goal – set the right goal

What is it about your career that you want to be different? What's frustrating you? You can only be coached on something within your sphere of control or influence. No point trying to change anyone else here – focus on something important to you.

Pause and write down what it is in one sentence for ease of reference.

Fast forward to a point in time where everything is right in this area. You've achieved your goal. Take a moment to visualise this. Make notes as you see fit.

What's different in the future that tells you it is resolved?

List as many things as possible.

G: Goal – set the right goal

Now look at your list – which one aspect is the most important for you to address?

Write it down here

What are the advantages of addressing that one aspect over the others? Use this as your point of focus.

On a scale of 1-10, where 10 represents perfection and 1 is “I am only starting” – where are you now?

Given the score you've marked out of 10, and understanding 10 is perfection, what does one score higher look like? What will be different?

G: Goal – set the right goal

We want something that you can aim for in the next 2 to 3 weeks. So if it is not achievable in the time frame, break it down. What part of it is?

Exactly when can you achieve this 1st step by? This is really important. You're setting a realistic goal.

Now write this date down and state your goal in the present tense and positively stated. Eg: It's 30th of the month, I'm delighted that I met with my MD and successfully presented my case for promotion.

Summary of GROW

You're clear on your topic. You should know what finished looks like when you've achieved your overall goal. You've a clear stepping stone goal to establish immediate momentum and progress. You're focusing on this stepping stone goal for the remainder of this coaching session.

R: Reality –where you are in relation to your goal

What's happening now that tells you this is an issue for you? Describe in detail.

Consider all of the things you have already done, with success, that in some way contribute to achieving this goal?

What didn't work? Whatever you tried that wasn't successful, when did it stop working?

R: Reality –where you are in relation to your goal

What would have worked better? What might have made the biggest difference in making you more successful?

What will you do differently as a result? What strikes you as being absolutely crucial to your success this time?

What might get in your way this time around?

R: Reality –where you are in relation to your goal

What can you draw from previous similar challenges to navigate this one?

Summary of Reality:

You have a specific goal in mind. You know what's working well and what's not working well for you. You've highlighted what success you've had to date. You've thought about possible obstacles and now you're going to think about ways of moving forward.

O - Options – What could you do?

What ideas do you have that could move you closer to your goal? List them all.

What else could move you closer?

O - Options – What could you do?

What could you do if you weren't answerable to anyone?

What could you do if you had unlimited resources?

If you went to your best friend, what might he/she suggest?

O - Options – What could you do?

Imagine yourself in 12 month's time with everything as you want it. What would you then advise you now to do?

List 3 more things. Before we move on, think of 3 more things you COULD do.

Summary of Options:

That was effectively a brainstorm – shifting perspective thereby tapping into your subconscious mind for fresh options. You've now successfully generated ideas that can help you move forward. Let's narrow the list down now. Have the list of ideas in front of you.

W - Way forward

Now you can logically look at your list to refine your way forward.

Which looks right?

Which FEELS the best?

Which one will move you closest to where you want to be?

Which is the quickest and the easiest?

W - Way forward

Which is most exciting?

Choose 2-3 from your list

Are you happy to commit to taking action?

Check with yourself – how are these chosen actions going to take you towards your goal?

Now think in detail here around specifics. For example, if you have written down "do some research on xyz" – what specifically do you need to find out? Where will you look for the information?

W - Way forward

Let's think forward to ensure you succeed with this goal. What might stop you completing these first steps?

- What external forces (external) might interfere?
- How might you get in your own way? (internal)
- Plan now (action plan) to navigate each of these potential obstacles if they occur. Note your answers for each. This will prevent you de-railing your progress.

External Obstacles	Internal Obstacles	How I will navigate obstacle

If anything that you are writing down seems too big a task ± break it down into smaller bits so it becomes more manageable immediately.

What amount of time do you need to allow for your actions? Will you be relying on others responding to you? Factor it all in.

In Summary

In summary, let's look at how you're balancing clear thinking with focused action:

You have a goal. You have a plan of action. You know what the first steps look like. You know what obstacles might get in the way. You know how you intend to get around them. And you know when you are taking action and specifically why these actions were prioritised over others. If any part of this summary seems unfamiliar, you can go back to that point in the coaching session and work through it again.

Now for the ICE check. Rate your score out of 10 for your:

- I**ntention on achieving the goal
- C**ommitment to your action plan
- E**nthusiasm for it all

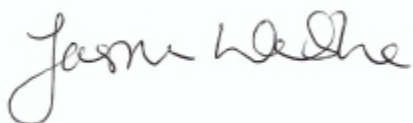
If any score is less than 8, what needs to be in place to shift it up to 8?

Finally, think about how achieving this goal will benefit you and those closest to you. Picture that success for a moment.

This coaching process is simple, but so very effective. This can be the start of a new level of effectiveness in your career. There is no need to stop here.

It's yours for keeps. Use it.

Best wishes,



Jasper Walshe