

OUTCOMES-FOCUSED COACHING MAP

This general coaching map works in nearly every situation with minor adaptations for rapid rounds of coaching (approximately 10 minutes). Use it to address what's immediate in the present situation.

Steps	Sample probes/invitations
Open: Greeting Set the agreements	<ul style="list-style-type: none"> • Let's take xxx minutes now. • How can I best support you?
Focus: Determine focus and result for the coach session	<ul style="list-style-type: none"> • Tell me what you want to focus on today and what you want by the end of the conversation (OUTCOMES).
Explore: Examine the current situation Gather relevant background and conditions—keep the responsibility in the hands of the client(s)	<ul style="list-style-type: none"> • Let's examine the current situation. <ul style="list-style-type: none"> ○ 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	<ul style="list-style-type: none"> • Let's consider 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 rationale	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • So, let's map out what steps you'll take from here. What is 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 Reflect on sense of confidence and competence Reflect on value of coaching and coach's support	<ul style="list-style-type: none"> • 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