

Coaching process with suggested questions

Use the questions below in each step of the process as you coach one another in establishing your growth plans.

Need: My area of growth. In this step, you want to first establish the focus. Based on what you learned from your assessment:

- which strengths would you like to further develop and to include on your development plan?
- what is impeding your progress that you would like to include on your development plan?

Discover the Possibilities: Before establishing your goals, take a few minutes to envision what your life would be like if you saw significant growth in the areas you identified in the “Need” column. **HAVE SOME FUN!** The coach neither provides the answers nor assumes that the person already knows the answers. Promote discovery by asking:

- What is possible?
- So what needs to happen?
- If you could paint a picture of the ideal outcome what would it look like?
- What have you seen work for others?
- What is important to you?
- What challenges you most?

Goal: Measurable, achievable, observable. Use these questions to help establish goals:

- Where do you want to be? What do you want?
- What is your desired outcome?
- How will you know you have grown in this area?
- What will you and others observe when you have grown?

Reason for change: What is the reason you desire change in this area?

- Is this a strength that needs to be developed? A gift God has given you? Something that makes you come alive?
- Is this something that is impeding your progress in the growth process? For example:
 - An aspect of your character or the way you relate to others that is impeding your progress in life
 - Fears, patterns or habits that are holding you back

Next Steps: What will I do? When will I do it? Whom will I involve?

- **How will you involve others in your growth process? Who will it be?**
 - What support do you need to accomplish the next steps?
- **What will you do to educate/equip yourself in the growth process?**
 - What training do you need? What do you need to learn?
 - How can you learn it? (Books, articles, talking to an expert, training workshops, seminars, etc.)?
 - When will you schedule to learn?
- **What experience will you challenge yourself with that will help you grow?**
 - What do you need to do? Who and what do you need to be exposed to?
 - What experience will help you trust God for growth in this area?
 - How will you see God working in your daily life causing you to learn and grow?
 - What activities and experiences will stretch you in your growth?