



③ Coach develops coaching plan  
 Coach: Client discuss potential strategies, resources, client capability & capacity for achieving goals  
 Coach supports client in choosing a goal and creating an action plan

④ Coach helps Client develop SMART action plan to include options/considerations for overcoming obstacles  
 Coach: Client discuss accountability partners and measurement plan

① Coach/Client meet & greet  
 Client shares underlying motivation for seeking coaching  
 Coach: Client discuss what coaching is/isn't  
 Coach shares coaching process, ethical guidelines and change model  
 Coach: Client discuss 'insight' assessment\* purpose and next steps

② Client shares topic(s) for discussion  
 Coach confirms expected outcomes for session  
 Coach: Client discuss current state  
 Coach supports Client in identifying desires/dreams/vision

\*Meeting occurs between steps 1&2 to review assessment results

Through our four-step coaching process (shown above), clients are inspired to maximize their personal and professional potential.

Client actions that lead to tangible outcomes

- ∞ Increased effectiveness and capacity for change
- ∞ Achievement of short and long-term goals

