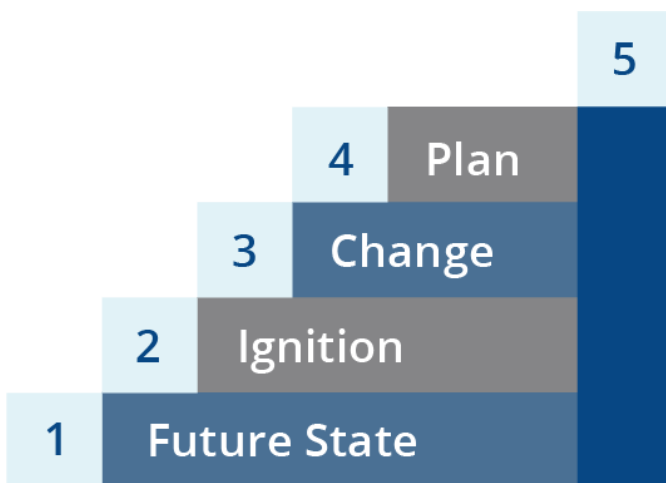


A recap of the coaching process so far

1. Step 1 - Future State: Where do you want to head, what different outcome do you want?
2. Step 2 - Ignition: The “why” behind our desired future state.
3. Step 3 - Change: The actions required to reach your future state.

Step 4 - Plan

Plan is step 4 of the coaching process. When the person you’re coaching creates a plan for a new commitment or desired outcome, they turn intent into a mental map for how to implement change. Their concrete plan can turn an idea into a group of actions that move them forward.



Use this fitness plan to prepare for how you will help support someone as they begin to create a plan for implementing the changes that move them closer to their future state.

Scenario

As you have progressed through each step of the coaching process, and your coaching conversations have evolved, Ted has explained his desire to become a more effective speaker, and his commitment in wanting to do so in order to increase brand awareness. He's stated that he'll need to practice speaking more often and that he'll need to think of ways to understand his audience better. Ted believes that since he has a strong sense of what's pushing him to become a better speaker, and understands the changes he'll have to make, he's now ready and on the correct path for success.

What questions can you ask Ted to help him create a plan for the changes he'll need to make?

After Ted has a plan in place, how will you help him create habits from his steps?

How will you respond if you believe certain steps from Ted's plan need improvement, or you feel he doesn't fully understand how to reach his future state?

When you follow up with Ted (after a successful plan has been in place), what questions will you ask?

Prepare for the Conversation

Think of someone that you are currently coaching and having conversations with, and answer the following questions as it pertains to your coaching conversation.

What questions can you ask to help the person you're coaching create a concrete plan for the changes that will move them forward?

How can you help the person you're coaching create habits from the steps in their plan?

How will you respond if you believe their plan needs improvement, or you feel they don't fully understand how to reach their future state?

During follow-up to your past conversation (after a successful plan has been in place), what questions will you ask?

Some “plan questions” to consider as you work with your team:

What would be your first step to making that change happen?

What other steps would be helpful?

If you were teaching the process of X to someone, how would you do it?

What would you want to do ahead of the change to plan it well?

What would you want to do after the change to evaluate your results?

What time of day is best for the planning work for this?

Where should it fit in your current routine?

What questions will help you plan well as you prepare to do this differently?