Coaching Conversation Guide

Use the FUEL coaching guide to help an individual discover solutions and make better decisions, expanding their awareness and ability in the process.

Identify the behavior/ issue to discuss	What is the most important thing for us to focus on?
Determine the purpose/ outcomes of the conversation	Γd like to talk about I believe the payoff will be What would you like to accomplish in this conversaition?
Agree on the process for the conversation.	Here's how I thought we could proceed
Understand the Currer Explore the individual's point of	
Understand the coachee's point of view.	How do you see the situation? What is happening? What is working well? What challenges are you encountering? How might you have contributed to this situation?
Determine the consequences of continuing on this path.	What impact is this having on you? Others? What are the consequences if the situation doesn't change? How does this influence your goals? What are the long-term implications?
Explore the Desired St Look for overlap of competence,	passion, and organizational needs.
Understand the vision for success.	What would you like to see happen here? What would the ideal state look like?
Set goals and performance expectations.	What are your goals? What would you like to accomplish? Here's how I see it
Explore alternative paths of action.	What might be some approaches you can take? What else might work? Could I offer a couple of thoughts? You might want to consider
Explore possible barriers of resistance.	What are major barriers preventing this change from happening? Where would the biggest resistance to this change come from?
Lay Out a Success Plan Create the detailed, actionable pl	1 an and follow-through that will lead to goal attainment.
Develop and agree on an action plan and follow-up strategies.	What specific actions will help you achieve your goal? What will your first steps be? When will you start? Who can help hold you accounatble? How will you keep focused on your goals and plans?
Enlist support from others.	Who can support you in moving forward? How can I support you? (Here's how I see my role)