**COACHING MODELS CATALOGUE:**

**List of Coaching Models (Theoretical Frameworks)**

**1. GROW Model**

**Stages:** Goal – Reality – Options – Will/Way Forward  
Best for: **Executive Coaching**, **Life Coaching**, **Goal-Oriented Sessions**

**2. CLEAR Model *(Developed by Peter Hawkins)***

**Stages:** Contract – Listen – Explore – Action – Review  
Best for: **Leadership Coaching**, **Organisational Coaching**, **Supervision**

**3. OSKAR Model *(Solution-Focused)***

**Stages:** Outcome – Scaling – Know-How – Affirm & Action – Review  
Best for: **Life Coaching**, **Performance Coaching**, **Short-Term Interventions**

**4. FUEL Model *(Branded Corporate Coaching Tool)***

**Stages:** Frame the conversation – Understand the current state – Explore the desired state – Lay out a plan  
Best for: **Leadership Coaching**, **Performance Conversations**, **Manager-as-Coach**

**5. STEPPA Model *(Emotional & Goal-Oriented)***

**Stages:** Subject – Target – Emotion – Perception – Plan – Pace – Action  
Best for: **Life Coaching**, **Emotional Intelligence Coaching**

**6. ACHIEVE Model**

**Stages:** Assess – Creative Alternatives – Hone Goals – Initiate Options – Evaluate – Validate – Encourage  
Best for: **Executive Coaching**, **Strategic Goal Coaching**

**7. Co-Active Coaching Model *(CTI-based)***

Focuses on: Fulfillment, Balance, and Process (coaching the whole person)  
Best for: **Life Coaching**, **Transformational Coaching**

**8. Transactional Analysis (TA) Coaching**

Works with ego states: Parent – Adult – Child  
Best for: **Leadership Coaching**, **Conflict Resolution**, **Behavioural Coaching**

**9. mBIT (Multiple Brain Integration Techniques)**

Focuses on aligning the head (logic), heart (values), and gut (intuition)  
Best for: **Life Coaching**, **Embodied Leadership Coaching**, **Neuroscience-Based Coaching**

**10. Transformational Coaching Model**

Explores mindset, belief systems, values, and identity shifts  
Best for: **Life Coaching**, **Leadership Coaching**, **Deep Inner Work**

**11. Cognitive Behavioural Coaching (CBC)**

Applies principles from CBT to help clients challenge limiting beliefs and reframe thinking  
Best for: **Executive Coaching**, **Stress Management**, **Performance**

**12. Immunity to Change (ITC) *(Kegan & Lahey)***

Addresses inner conflicts that prevent change by uncovering hidden commitments  
Best for: **Executive Coaching**, **Leadership Development**, **Behavioural Change**

**Which Models Fit Which Coaching Type?**

| **Coaching Type** | **Recommended Models** |
| --- | --- |
| **Life Coaching** | GROW, Co-Active, mBIT, STEPPA, OSKAR, Transformational |
| **Leadership Coaching** | CLEAR, FUEL, TA, mBIT, Transformational, CBC, Immunity to Change |
| **Executive Coaching** | GROW, CLEAR, FUEL, CBC, ACHIEVE, Immunity to Change, TA |