

Self Coaching Script

This coaching session will help you to clarify your goals, consider your resources, generate ideas and options and ultimately form an action plan. A plan to take you to where you want to go. I want you to think of a problem that's been nagging you for a while. A job that's been hanging around that you know you should do but you can't get going with. A goal that's important to you but that has stayed just out of sight.

I'm going to ask you a number of questions. I want you to listen carefully to those questions and then to apply them to your situation as we go through. You will want to make a few notes as we go along. Most of these questions will be particularly relevant to you. But there may be one or two questions that I ask that maybe don't fit with what you're doing. Fine just let those go, and wait for the next question.

I'll be moving quite quickly because there's a lot to cover. So get ready to be thinking hard and fast. If you're not sure what to think then go with the first idea that pops up - it's usually the right one. Remember, you're not going to share any of these thoughts with me or anybody else. This will be absolutely confidential and personal to you.

TOPIC

Bring to mind that area of your life that you want to work on, where you want to improve how you are doing. You should have an issue that matters to you that you want to move forwards on. It is likely to be an area of concern for you currently for example healthy eating, fitness, relationship with a partner or colleague.

It must be real.

It must really matter to you that you begin to find a way forward in this area

It must be something that you have control over

It must be for you, not someone else. You can only be coached on what you do, not what you wish someone else would do

Take your pen and write what you want to work on in one simple sentence for easy reference.

It might sound like:

My topic is time management and I want to find some more time for me

My topic is well being and I want to have a healthier diet

GOAL

Now I want you to go forward in time to when your issue is as you want it to be. It is resolved, sorted and is now scoring 10 out of 10 for your satisfaction.

What do you see that shows this issue is resolved? What can you see that makes it a ten out of ten?

What are you doing which shows you have achieved what you wanted?

What are other people doing?

What are you thinking and feeling now it is resolved?

Write down as much detail as possible that shows you what is happening when the issue has been resolved. How will you know when you get there?

Can you write it down as an outcome e.g. I am, I have, I do

I am using my bike for 20 minutes three times a week

I am reading and meditating for 10 minutes each day

I weigh . . . x stones and 5 pounds

When is it realistic to be there? When is it realistic to be at that 10/10 stage? Now if you've written down two years chances are you need to break it down and bring it a bit closer to you. We tend to be not too motivated around long term goals. Three to six months is usually very good for us. Two years is usually not very motivational.

If you're thinking its too hard then break it down. When I say chunk it down or break it down I mean take an element of that overall goal and work on that.

How do you eat an elephant? One bite at a time. So if you're feeling that you'll never be able to eat your whole elephant just take the tail and plan how to eat that. Or which one of the ears you'll have a nibble of first.

If you're already bored of your goal - then you need to make it a little bit more exciting. We don't tend to deliver on our boring goals so how can we make it more exciting, more stimulating, more challenging? Now just check that its still remaining personal to you.

Summary

So by now you should be clear about your topic and you should know what 'finished' will look like when you have resolved the area of concern. You have a clear goal for this concern.

REALITY

What tells you that this is an issue at the moment?

You might want to write a list of the impact this issue is having on you and other people.

And why particularly now?

What is missing that you want? You can refer back to your ten out of ten idea to help you here.

What's good in this situation that you want to keep? Because Coaching is about building on strengths so what are you already doing right that's taking you towards your goal? That you need to keep on doing. Give yourself some credit here.

What have you already tried, to improve the situation? Of those things that were successful, even if it was only temporary, what bit of it was successful? In what ways, when and how? What were you thinking at the time? What kept you going for as long as you did? What do you think made it work? What was the key here?

For those things that were not successful, either short or long term, identify at what point it stopped working. What happened? For those ideas that didn't work, when exactly did it go wrong? What do you think might have contributed to that setback? What was the first thing that triggered the setback? What was going on around you? What were the circumstances?

On reflection what might have made the biggest difference and made you successful?

I'd like you to think about some of the obstacles that are going to be in the way.

Be real with yourself here. Is there one major obstacle or are there lots of little things.

Think about things you've already tried and what it tells you about obstacles. Which of these barriers have you negotiated in the past?

Summary

Ok, You should have your topic.

You know what's going on and what's not going on for you now

You've highlighted what you've done about it so far and what success you've had

You have thought about possible obstacles

You are now able to think about moving forward

OPTIONS

We are now thinking about options - what could you do, not necessarily what you will do. This is not the stage to select one or two options but to generate as many ideas possible on ways forward. So throw out a few ideas. That you could do.

What ideas do you have that might move you closer to your goal?

Write down 6 ideas? Do that now. Right now. Let the ideas flow, don't edit them.

Think about the learning you've had from things you've already tried. What would that suggest to you?

If resources were unlimited what could you do?

If you devoted yourself to resolving just this issue what could you do?

If you didn't have to live with the consequences what could you do?

If you weren't scared of anything what could you do?

If you totally believed in yourself what could you do?

If you were given space what could you do?

If you got up half an hour earlier what could you do?

If you went to your best friend what might he or she suggest?

What might Nelson Mandela do?

What might your hero do?

What might Auntie Ethel suggest? (and we've all got an Auntie Ethel haven't we?)

Don't edit or be critical of your ideas, just keep them coming.

Look at your list; are there ideas that link together and suggest new ideas?

Coaches always ask the question 'What else?' When you think the list is exhausted. Look at your list. What else is there? Have you missed the obvious?

Look back to your goal. Check that your goal and the suggested actions are aligned, that they would take you closer to the resolution. And if your goal at the beginning was to generate three or four ideas about how you could create more time for yourself then you need to be looking at the list and identifying the most appropriate ideas that will give you best value. Which are the ones that will move you forward?

Now look at the list more critically. Look at the ideas with seriousness now. Which are the best ideas? Choose a couple of ideas or actions you want from your list of options that would move you forward. Now we'll think about them, develop them a little bit further.

WAY FORWARD

We need to get these ideas or actions really specific to ensure success

So exactly what do you need to do now? What actions do you need to take to bring that idea into life? List them.

If it seems quite big then how would you split it down into manageable components, bite sized chunks?

It doesn't matter if it sounds like silly things on a list
I've got to make a phone call. Great

I've got to book some time in my diary. Great

I've got to look something up on the Internet. Fine.

Great, just write down all the little things you need to do.

Include your barriers, the obstacles and the steps you need to take to negotiate them.

What's going to stop you? What steps do you need to ensure you go around the barriers and prevent yourself from falling at the first hurdle?

Does anybody else need to be involved? What do you need them to do? What do you need to tell them?

When is a realistic time to complete those actions?

Project yourself forwards to a time when you've taken these actions. What are the benefits to you when you have taken these actions? What's it going to give you? What are you going to be thinking? What are you going to be saying to yourself? What's that little voice inside going to be saying to you? What are others going to say? Think about what you'll be thinking or feeling. Imagine you'll be in that position, what do you look like? Picture yourself there and notice how it feels.

How strong is your intention to take that step you've identified for yourself and carry out that action?

Look at the benefits of it, you can see the way forward. You're

committed completely to that.

I want you to write down a number that shows your commitment to taking those one or two actions. A number that shows your commitment to putting into operation those options and moving forward towards your goal. If a 10 is completely committed, a definite must and 1 at the opposite end of the scale i.e. 'not going to do anything about it', then what is your number? Just write it down now.

OK that's the end of the coaching session. Well done. You've worked hard. Give yourself a wriggle, a shake.

In front of you, you now have a step by step action plan that will take you forward and help you to achieve the goal you set for yourself at the beginning of this session.

I'm going to count up to 10 and I need a show of hands. When I get to the number that you've put down on your sheet just at the end there then put up your hand. Subject is still confidential I won't ask you any personal questions about it it. Just put your hand up when we get to your number.

1,2,3 - - -9,10

Most of you have come to an 8, 9 or 10 yet amazingly none of you needed my advice and you came to those conclusions yourselves. I've coached you yet I don't know what your issue is and I know nothing about you.

What observations or comments have you got about the exercise?

This simple exercise:
raises awareness
generates options
creates actions
promotes self responsibility.

How much did you learn about me in that exercise?

How much advice did I give you for your situation?

So for many challenges the answers are within - they just need to be coached out.

If you scored a 7 or 6 or lower then I have a few further questions for you to consider. "What would make it a ten?" "What would have to happen in order for you to increase your motivation to get it done?"

Maybe increase an aspect of the goal like financial reward. Would that increase motivation?

Maybe increase or reduce the time scale. If you were still doing the same thing in five years time, if you still had that challenge then, would that make you sit up now and think 'I must make a change now'. Does that make the number leap up to a ten! If not what is the question you need to ask to get the most out of

yourself.

Only you will know this. The answers are within - they just need to be coached out of us.

That's the end of the session, I hope you enjoyed it.