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The Interactive Coaching Process

6 Steps in the Interactive Coaching Process:

- 1. Creating Focus for the Session** During this step, you and your coach will come to an agreement about the focus of the coaching session. Usually the thing that is most weighing on your mind is the best topic to coach around. Any area that you are not completely clear about can be a good coaching scenario, including the exploration of new opportunities. Examples: Conflict with your boss, subordinate, or coworker; Lack of motivation; new business or career opportunities; and frustration at home or work.
- 2. Identifying What Success Looks Like** It is important for you and your coach to know when you are making progress. This step usually will be a concrete expression of what success looks like to you. Examples: It can be as simple as feeling better about the situation or as exact as a step-by-step plan of action.
- 3. Discovery** In this stage, the client simply talks about their thoughts and feelings about the coaching topic. The coach listens and offers feedback. Along the way, the coach will ask timely questions and help the client stay focused on the coaching topic.
- 4. Awareness** As you talk about the coaching topic, you will gain new insight and awareness. As you gain clarity about a situation, you will naturally begin to gain confidence about what you need to do.
- 5. Summary** At the end of the session, the coach will provide a time for you to reflect back over the session. This reflection time helps to truly identify what is most important to you and to cement those things in your mind.
- 6. Next Action Steps** Moving forward and making progress is one of the major benefits of a professional coaching relationship. Creating a list of tangible Next Action Steps creates a clear path to follow and allows your coach to help in the accountability process.

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