

# WHAT IS COACHING?



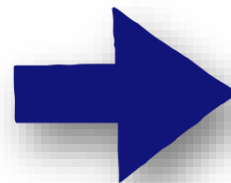
**Supporting an individual to maximise their own performance  
(John Whitmore)**



**The art of enabling others to have their own insights  
(TPC)**



**It is NOT counselling or mentoring**



**Can be used in a formal 1:1, in a team process, a meeting process, a short intervention tool or an approach to having a conversation**

# TGROW MODEL



**T**

## TOPIC

*Gain an initial understanding of what they want to discuss?*

What's happening for you at the moment?

What would you like to talk about?

**G**

## GOAL

*Establish an outcome for the session. Encourage specificity.*

What would need to happen for you to feel that our session had been worthwhile?

What do you want to achieve today?

**R**

## REALITY

*Find out more about the current situation. Including assumptions.*

Tell me more about this situation.

What do others say?

What have you tried so far?

**O**

## OPTIONS

*Find out what is possible.*

What could you do?

What are the advantages/disadvantages of that approach?

What can you control?

**W**

## WILL

*Wrap-up. Encourage goal setting. Motivate.*

What will you do?

When will you do it?

What is the first step for you to take?