

## **REAL** Leadership Coaching Model

REAL Leadership coaching sessions will utilize the TGOROW Coaching Model. Coaching participants can use the model below to prepare for the coaching sessions.

The questions in this document are intended to aid the participant in preparation. It is not the intent of the document to provide a “fill in the blank” coaching session.

### **TGOROW Coaching Model**

**T** – Topic: What do you want to discuss?"

**G** – Goal: What do you want?"

**O** – Outcome: What do you want to achieve in this session?"

**R** – Reality: What is happening now?"

**O** – Options: What could you do?"

**W** – Way Forward: What will you do?"

#### **Topic**

- What would you like to discuss and work on today?
- What subject do you want to work on today?

#### **Goal**

- Where do you see yourself a year from now?
- Six months from now, what would you have wanted to achieve?
- In the long term, what is your goal related to this issue? What is the time frame?
- What intermediate steps can you identify, with their time frames?
- What is it that you want to achieve?

#### **Outcome**

- What do you want to get from this session today?
- What must you have from this session that takes you positively in the direction of your goal?

#### **Reality**

- What's happening at the moment? Describe your day....
- What control do you have .....? What action have you taken so far?
- How much influence do you personally have over the outcome? What and how great is your concern about it?
- What has stopped you doing this before?
- What obstacles will need to be overcome on the way? What resources do

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you already have?

- What other resources will you need? Where will you get them?
- What helped you before?
- Who else is effected/involved/needed to support you on this?
- What else?
- What is the most challenging part of this for you?
- What advice would you give to a friend in this situation?
- Imagine talking to the wisest person you know or can think of, what would he or she tell you to do?
- I don't know where to go on this, where would you go?

### **Options**

- What are the different ways in which you could approach this issue? Tell me 5 things that you might be able to do to solve this issue.
- What else could you do?
- What would you do if you had more time, a larger budget, or if you were the boss?
- What would you do if you could start again with a clean sheet? What options would you offer a friend seeking advice?
- What are the advantages and disadvantages of each? Which would give the best results?
- Which appeals to you most/feels best to you? Which would give you the most satisfaction?

### **Way Forward**

- Which of the options highlighted are you prepared to take action on? In what way do they meet your objective?
- What could hinder you in taking these steps or meeting the goal? On a scale of 1 to 10 – how important is it that you do this in the next week?