



Three 'As' of Non-Directive Coaching

AGENDA | AWARENESS | ACTION

AGENDA

**LET THE OTHER SET THE TOPIC - THEN BEGIN
FOSTERING DISCOVERY**

- Q. So, what's on your heart / mind today?
- Q. What would you like to bring clarity to, expand perspective on or brainstorm?
- Q. What obstacles do you want / need to call out and address? Will you name 3 healthy options to overcoming each?
- Q. How can I help you narrow your focus for this discussion?
- Q. What is your purpose in bringing this issue, topic, obstacle, option to light?
What do you hope to draw out of it?
- Q. What is your 40,000' vision and how does the issue at hand impact it?
- Q. What do you hope to walk away with as this discussion comes to a close?

CAUTION: WHEN HELPING SOMEONE SET GOALS, PROBLEM SOLVE OR SELF-DISCOVER, NON-DIR. COACHING CAN BE KEY. HOWEVER, BE AWARE THAT WHEN YOU SET THE AGENDA FOR SOMEONE ELSE, YOU'RE MORE LIKELY TO STEER THE CONVO TO YOUR DESIRED OUTCOME AND THEY'RE LESS LIKELY TO SHARE HONEST THOUGHTS, BRAINSTORM IDEAS OR ACT ON NEXT STEPS.



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AWARENESS

PRESENT QUESTIONS FROM MULTIPLE PERSPECTIVES

- Q. How does your faith inform your daily life and pursuits?
- Q. How do your family values impact your goals, decisions, options etc.?
- Q. List three options for moving forward or overcoming obstacles.
- Q. What current obstacles are keeping you from moving forward?
- Q. How do you want to be living out your faith, values, creative pursuits 10 years from today?
- Q. Who do you connect with for personal accountability, insight or vocational advice?
- Q. What might you ask about OR what would you say to someone else in your situation?
- Q. What opportunities can you see beyond your obstacles?

CAUTION: AWARENESS CAN TAKE TIME. THIS IS OFTEN THE LONGEST PART OF A DISCUSSION. WHY? BECAUSE WE'RE OBSERVING, BRINGING TO LIGHT, THE COACHEE'S CURRENT REALITY, OBSTACLES, OPTIONS, OPPORTUNITIES, FEARS, FRUSTRATIONS, SUCCESSES, STRENGTHS, DESIRES, GOALS, ETC. DON'T RUSH IT. DIG DEEPER WHEN NECESSARY. REMEMBER TO SPEND MORE TIME LOOKING FORWARD THAN BACKWARD.



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ACTION

FORMULATE QUESTIONS SPURRING ON MOVEMENT

- Q. What is the goal of this action step? Be clear. Be specific. Be honest.
- Q. What do you want to have achieved 3 years from today?
- Q. In what way will you take one bite-size action step by this weekend?
- Q. How will this goal / action step impact others for their good?
- Q. Who can you reach out to in order to bring this step to fruition?
- Q. What are you currently doing on a daily basis to make this a reality?
- Q. On a scale of 1-10, how motivated are you to follow through on this step?

CAUTION: ACTION STEPS ARE INTENDED TO BE ENGAGED (IF NOT ACHIEVED) IN THE NEAR TERM: HOURS, DAYS, WEEKS. ACTION STEPS SHOULD NOT DEPEND ON OTHERS IN ORDER TO BE ACHIEVED (WE CANNOT EXPECT OTHERS TO ALTER THEIR LIVES IN ORDER TO FULFILL OUR GOALS). ACTION STEPS ARE MOST NOTABLY OWNED, CHASED, PRACTICED, AND ACHIEVED WHEN THE COACHEE CREATES, DEFINES AND CLARIFIES THEM.