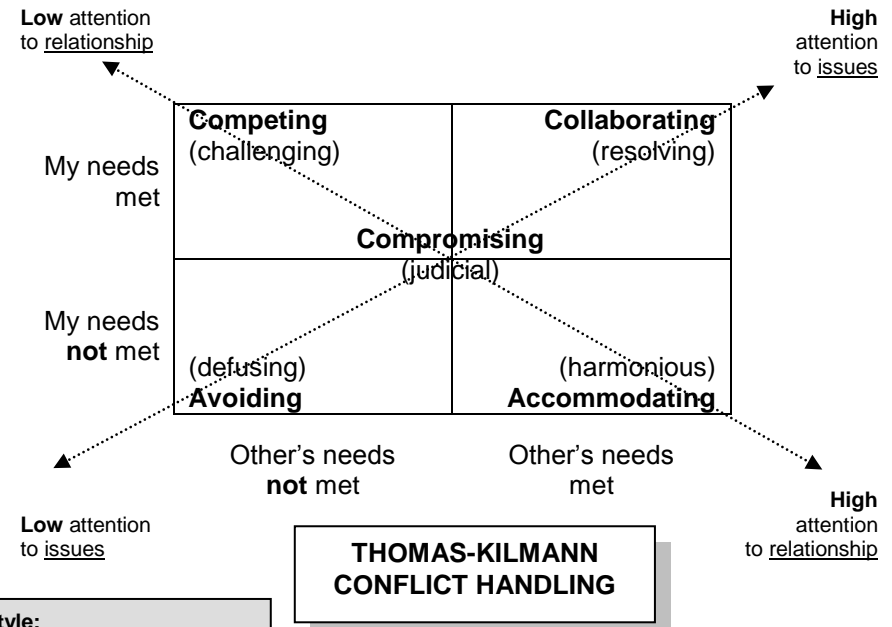
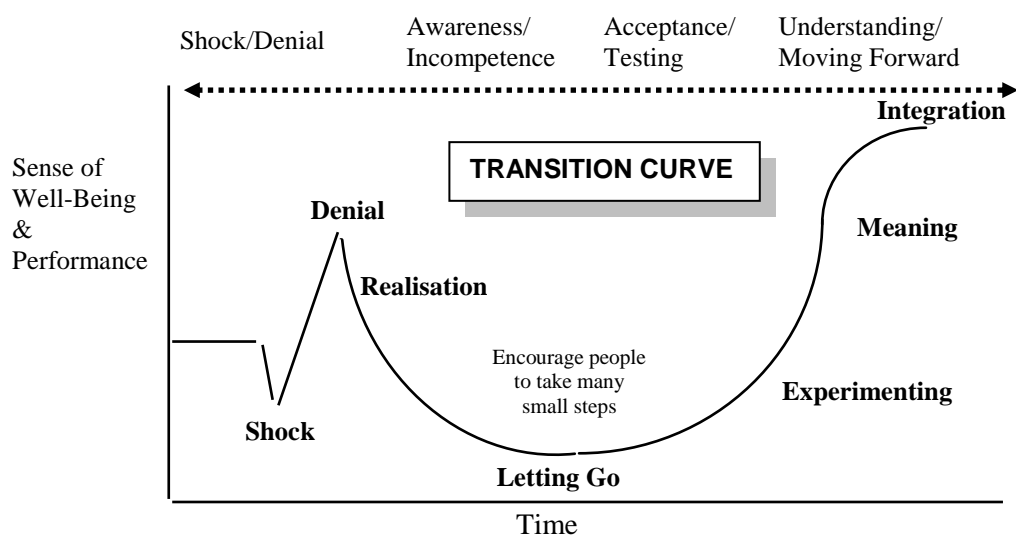
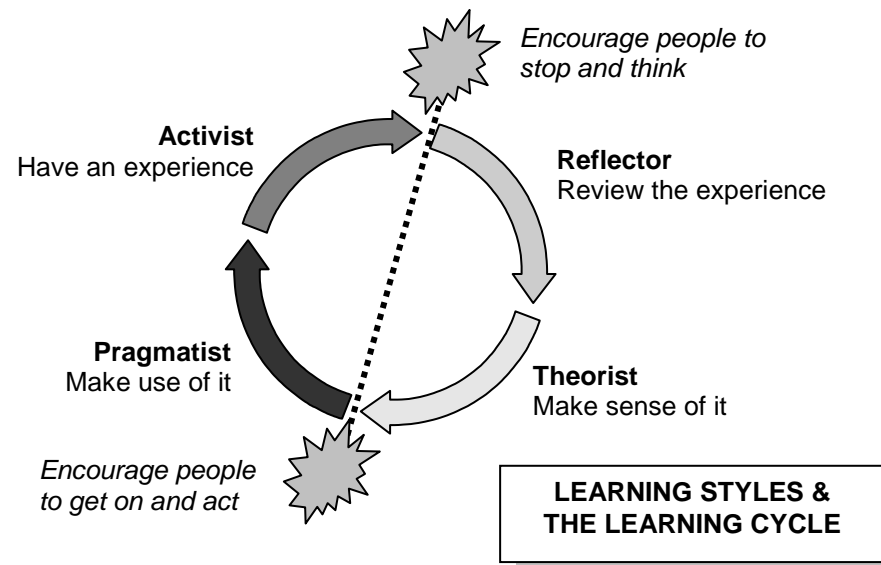
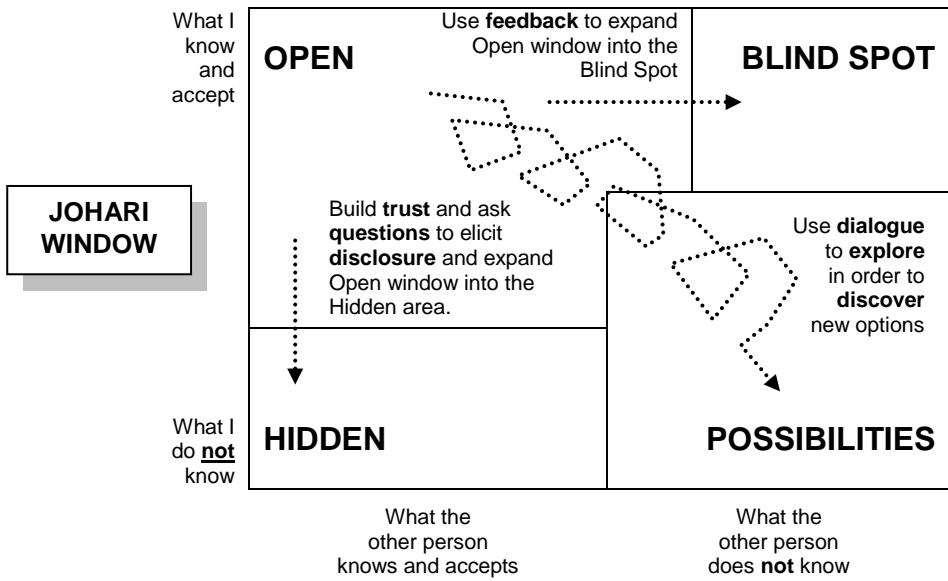


**THE COACHING PROCESS (GROW MODEL)** for 1) Excellent performance 2) Self-managed development 3) Self-monitoring and adjustment  
 Session = Welcome + Confidentiality / **Goals + Reality + Options + Will** (Actions) / Feedback quote + Next steps...

Ask: **What?** not Why?  
 Ask: **When?** and What else?



**COMBINED MULTI-TOOL COACHING SHEET**

**Building a Collaborative Style:**  
**We – You – I – We**  
 For example: We have an issue / Your perspective is? / My perspective is / How are we going to sort it out? (soft approach) or How are you going to sort it out? (hard approach)