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A Coaching Approach to Career Conversations – Session 2

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Denise Chilton Coaching

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What we covered last time ...

Why a coaching approach to career conversation?

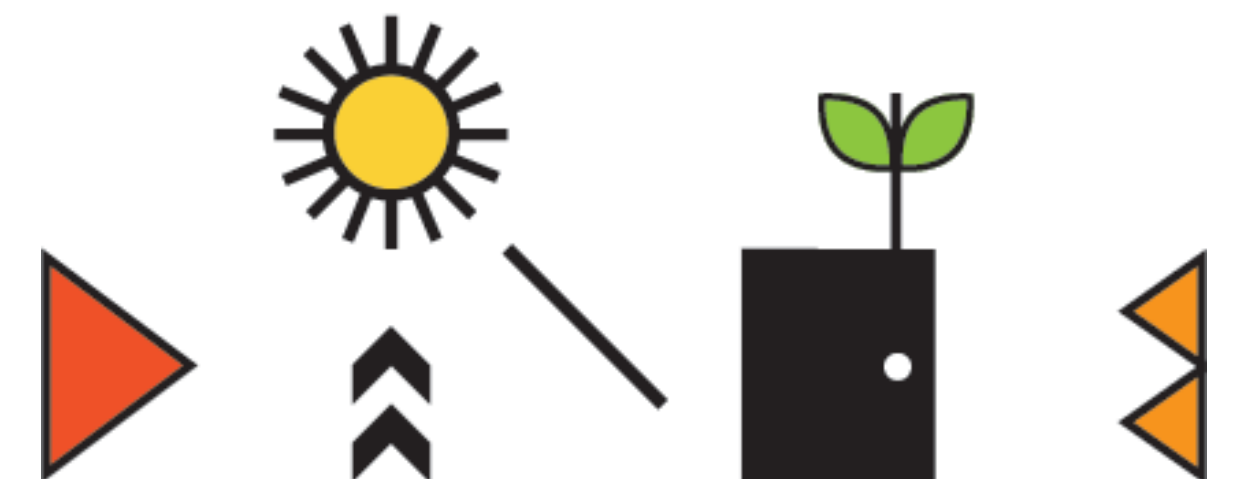
The Coaching relationship

Coaching principles

Contracting

Core Skills

Time for your questions



What we will cover this time...

Structuring a coaching conversation

Offer a coaching model - **GROW**

Coaching in action... live demonstration

Opportunity to have a go

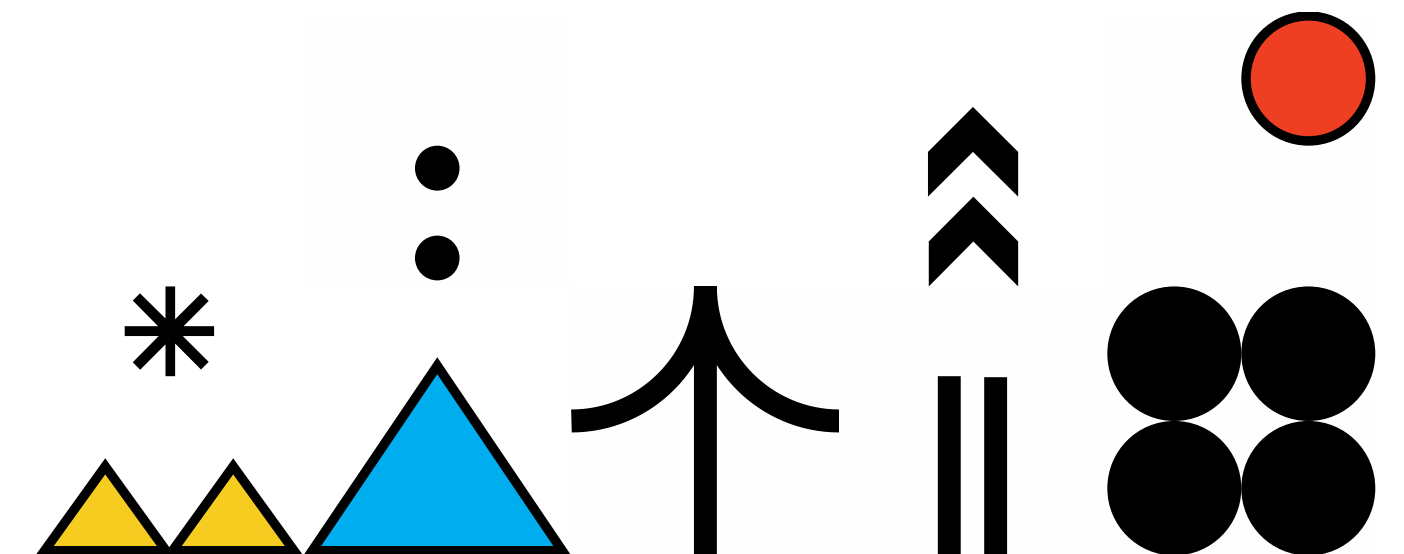


Begin with the end in mind

What do you want to be saying as you leave the session today?

- *I am.... I have*

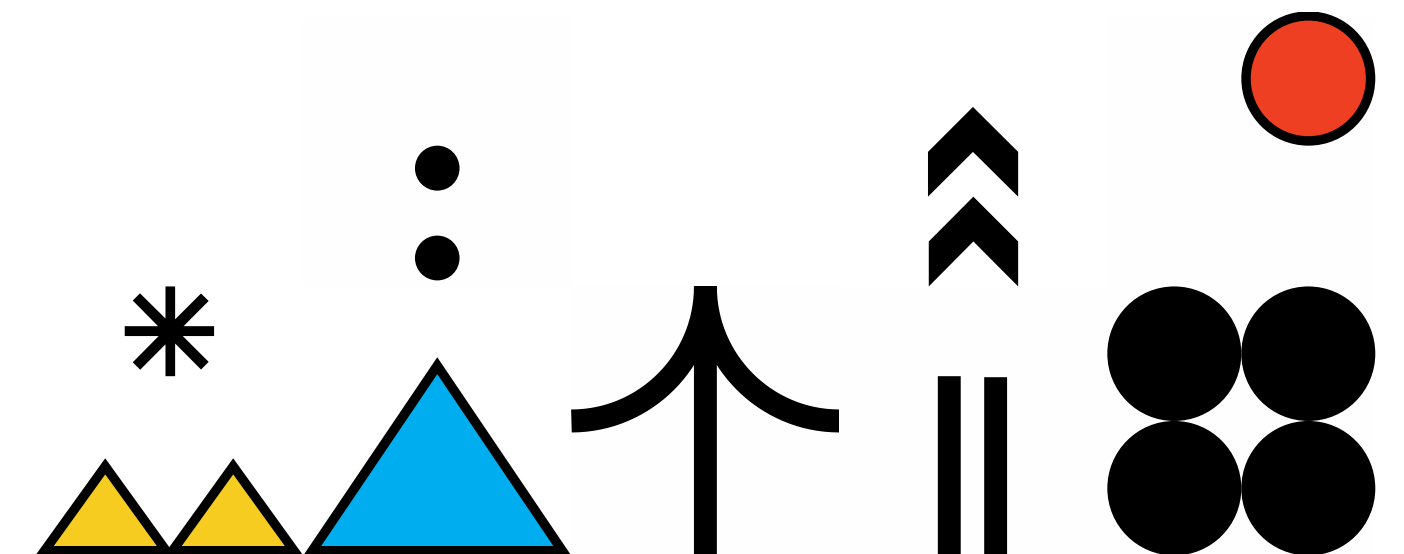
- Present tense
 - Positive
 - Personal
 - Possible



What do you already know about the **GROW** model?

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What is the **GROW** model?

- Developed in 1980's – John Whitmore
- Simple 4 step process to help structure a coaching conversation
- And there are other models...



GROW - **G**OAL

- What is the goal?
- Where are we heading?
- What do you want to get out of our time together?
- What do you want to achieve?
- What do you want to be different?



GROW - REALITY

What is happening now?

What is the current situation?

What have you already tried?



GROW - **O**PTIONS

What options do you have?

What else could you do?

Who else might know?

Who else could help?

What would you tell a friend to do?



GROW - **WIN**

What is one small step you could take?

When will you do that?

What support do you need from me?



The Power of Open Questions



Who?



What?



Where?



When?



How?



Why?

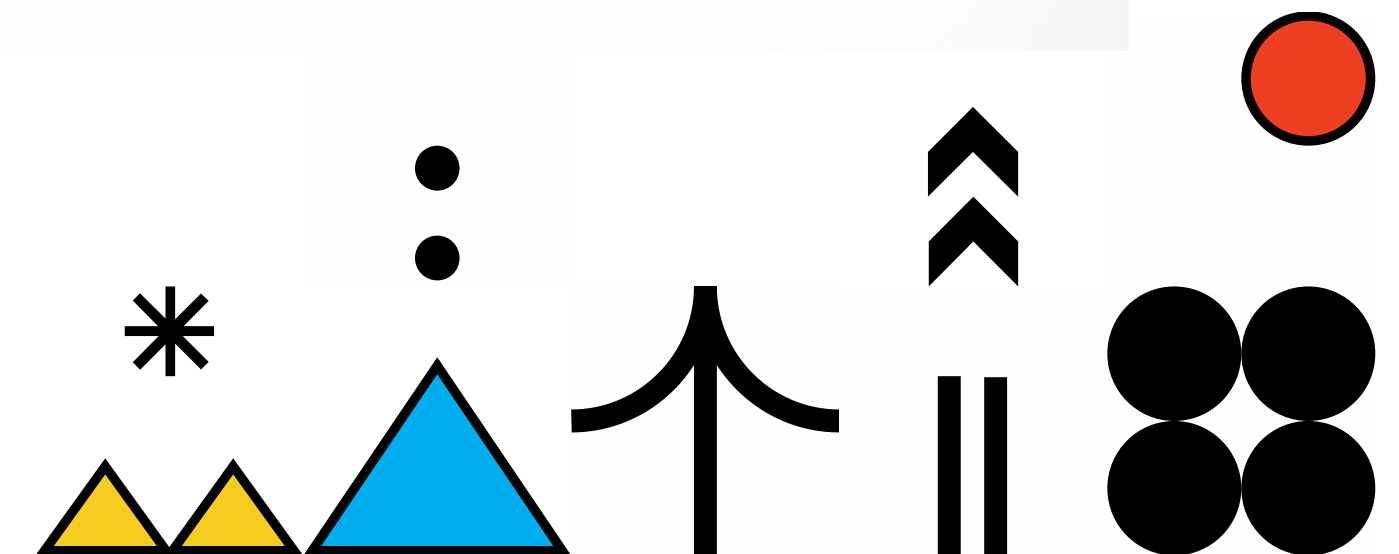


Coaching in action



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Have a go...



Any Questions



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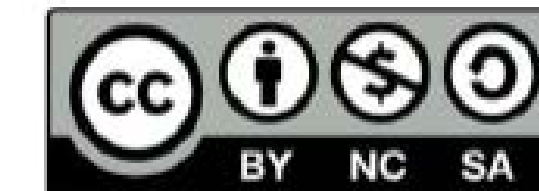
Thank you. Get in touch:

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