

TEGROW MODEL OF COACHING



3WH

TOPIC

Topic is what the issue, problem or concern is. Often the topic expands as you discover the topic is the surface level symptom of something much bigger or deeper. However, the coachee needs a starting place and the topic is the door to the coaching.

Questions:

- What is the problem or issue?
- What is the focus of today?
- What is on your mind?

EXPLORE

Explore and expand means discovering what is inside the door. Asking questions such as how did this happen? How did you get here? What led up to this? What is the impact? Asking these questions will enable you to explore the topic and then create a goal or outcome. It is “what good looks like” and a future state.

Questions:

- What has led up to this?
- What have you tried already?
- What isn't working?
- When do you feel this way?
- Have you experienced this before?

GOAL

Goal explores the ultimate outcome the coachee is hoping for concerning their current challenge.

Questions:

- What would you like to be different?
- Best-case scenario, what outcome would I hope for?
- Why is this important to me?
- What is the bigger picture behind wanting to solve this issue?
- What impact, positive and negative, will this outcome have on me?

REALITY/RELATEDNESS

Reality/Relatedness explores the current circumstances in relation to the desired outcome.

Where are you now and where do you want to be, and is it realistic or related to your values or business goals?

Questions:

- Where am I right now in relation to my hoped outcome/goal?
- How are things going for me at the moment?
- What are the blocks and barriers to success?
- What is within your influence or control?
- What is out of your control?
- What has not worked well so far?

OPTIONS

Option explores what is possible for you. There will be many paths to success, you choose which feels right, motivating and compelling. Here you are brainstorming before committing to action.

Questions:

- What could you do?
- Have you seen others succeed in this, how did they succeed?
- If time and money were of no concern, what would I do?
- If I took one positive step, what would it be?
- How would you advise someone else on this issue?
- What happens if I do nothing?
- Who can I ask for help or support?
- What will I do?

WAY FORWARD:

Way forward locks in accountability. You get clarity over what you will do, how, when and create a plan.

Questions:

- What will I commit to?
- How will I do this?
- When will I get started?
- What else do I need to do or stop doing?
- How will I know if I have succeeded?
- How committed am I out of 10?

