

## Alliance

- Establish trust through initial and ongoing relationship building
- Discuss how to work together – responsibilities of coach and client, confidentiality, providing education or referrals
- Determine coaching schedule – meetings, check-ins, celebrations, closure

### Sample Alliance Questions:

- What's your dream?
- What keeps you motivated?
- How do you know when you're stuck?
- What do you need from a coach?
- What's changed?
- What would you like to celebrate?

## Agenda

### Coach's Role:

- Review required sponsoring agency materials – budget worksheet, credit report information, pre-/post-surveys
- Clarify goals of agency – not goals of coach
- Disclose accountability required by agency for coach and client
- Facilitate goal refinement

### Client's Role:

- Share long term goals and specific goals for each coaching session

### Sample Agenda Questions:

- What would you like to get out of coaching today?
- What's important about that?
- What will be different at the end of our meeting?
- What would you like to focus on today?
- What's on your mind?
- What's your main concern?
- What do you really want?
- How will you know if this session has been helpful?
- What would it take for you to feel you're closer to your goal?

## Awareness

- Explore what's important to client, competencies, challenges, resources
- Topic areas include values, hopes, resources, barriers, strengths

### Sample Awareness Questions:

- How important is this to you?
- If the problem were solved, what would be different?
- Where do you feel stuck?
- If anything were possible, what would you like to see happen?
- If you knew you couldn't fail, what would you do?
- On a scale of 1-10, how much energy can you devote to this?
- What advice would you give someone in your situation?

## Action

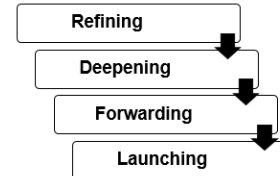
- Move from exploration to planning
- Review supports, resources needed for client's success
- Discuss access to structures, prompts, reminders

### Sample Action Questions:

- Where do you go from here?
- What's your first step?
- When would you like to do that?
- What support do you need to be successful?
- What might get in your way?
- How will you know you're on track?
- What needs to be in place for you to move forward?
- How would you like to check in on your progress?



### 4 Coaching Sessions



The A|4 Model suggests 4 sessions to address the client's agenda and promote sustainable behavior change. The focus for these 4 sessions includes defining the client's short and long term goals, increasing awareness surrounding the goals and desired behavior change, and preparing for self-sustaining behaviors after the coaching relationship comes to an end.