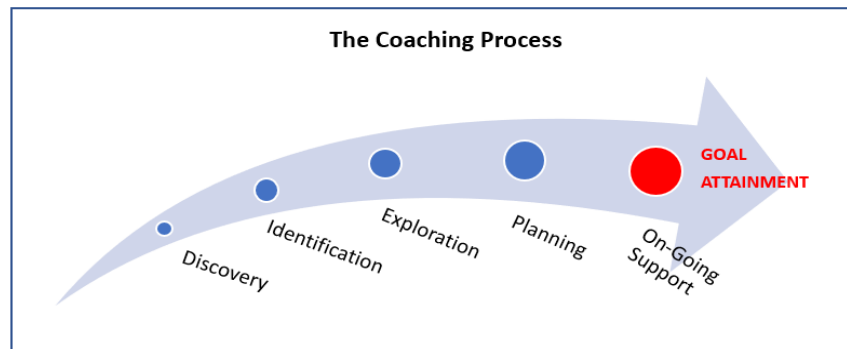


The **coaching process** generally unfolds in the steps outlined below:



1. Discovery

This is typically a short call or online meeting to initially identify the client's presenting issue, and to gauge whether the coach and client are a good "fit" for working together. *Desired Outcome: Coach and client decide whether or not to proceed to the next step.*

2. Identification

Coaching is *transformational* when it helps clients shift energies from managing symptoms to focusing on a root problem or specific change. During this step, the coach works with the client to look at his/her/their current situation from different angles to uncover the root problem or desired change. *Desired Outcome: Client identifies the root problem or desired change that he/she/they want to address in coaching.*

3. Exploration

This step involves exploring options to address the root problem, so that meaningful change can be made. This step may involve visualizing your future, identifying obstacles, brainstorming opportunities, and uncovering new territory. Coaches guide clients to "think outside the box" to uncover new courses of action and opportunities. *Desired Outcome: Client decides where they want to take action.*

4. Planning

A written action plan is developed in this step. The plan identifies the specific *tasks and deadlines* that the client needs to meet to successfully move from now (present) to where he/she/they wants to be (future). *Desired Outcome: Client commits to specific actions to make change in his/her/their life.*

5. On-Going Support

This step involves regular check-ins between client and coach to assess progress on the action plan, to address new obstacles, and to continue to build client commitment and momentum for change. *Desired Outcome: Celebrate successes and continue on the path of change.*