Module 4: Application: Coaching with Structure

The TGOROW Coaching Model
Additional Resource
TGOROW Coaching Model

SEQUENCE: A structure for learning & action

T – Topic: What do you want to discuss?
G – Goal: What do you want?
O – Outcome: What do you want to achieve in this session?
R – Reality: What is happening now?
O – Options: What could you do?
W – Way Forward: What will you do?

Please note the information below is to help you understand the nature and structure of powerful, open-ended and expansive questions. This list is by no means exhaustive.

Remember, think of asking powerful questions as if they are guides that take the participant to undiscovered caves and tunnels, and by asking a powerful question, you’re sending your client into a vast and intricate tunnel system that leads to other tunnels full of hidden discoveries and insights.

It is suggested that you read this document on a regular basis to help cement the structure and questioning techniques into your consciousness.

IMPORTANT NOTE:

When learning to coach, it is always tempting to refer to a list of question when coaching clients, whether it’s face to face or over the telephone. Do not adopt this practice; it will result in an inflexible and lazy coaching style. You will not be in the moment with the participant, detracting form the process. Overcome the need of your ego to have the questions at your disposal, and have faith in your subconscious that the right question will
present itself at exactly the right moment. Just be in the dance of the process and listen at level 2 & 3.

**Topic**

What would you like to discuss and work on today?
What subject do you want to work on today?

**Goal**

Where do you see yourself a year from now?
Six months from now, what would you have wanted to achieve?
In the long term, what is your goal related to this issue? What is the time frame?
What intermediate steps can you identify, with their time frames?
Where do you see yourself a year from now?
What is it that you want to achieve?

**Outcome**

What do you want to get from this session today?
What must you have from this session that takes you positively in the direction of your goal?

**Reality**

What’s happening at the moment?
Describe you day….
What control do you have …..?
What action have you taken so far?
How much influence do you personally have over the outcome?
What and how great is your concern about it?
What has stopped you doing this before?
What obstacles will need to be overcome on the way?
What resources do you already have?
What other resources will you need?
Where will you get them from?
What helped you before?
Who else is affected/involved/needed to support you on this?
What else?
What is the most challenging part of this for you?
What advice would you give to a friend in this situation?
Imagine talking to the wisest person you know or can think of, what would he or she tell you to do?
I don’t know where to go on this, where would you go?

Options

What are the different ways in which you could approach this issue?
Tell me 5 things that you might be able to do to solve this issue.
What else could you do?
What would you do if you had more time, a larger budget, or if you were the boss?
What would you do if you could start again with a clean sheet?
What options would you offer a friend seeking advice?
What are the advantages and disadvantages of each?
Which would give the best results?
Which appeals to you most/feels best to you?
Which would give you the most satisfaction?
Would you like to add a suggestion from me? (only offered with client permission and after all known avenues have been explored)

Way Forward

Which of the options highlighted are you prepared to take action on?
In what way do they meet your objective?
What could hinder you in taking these steps or meeting the goal?
On a scale of 1 to 10 – how important is it that you do this in the next week?

If lower than 7 Test – benefit
What prevents this from being a 10?
What could you do to alter or raise your commitment?
What personal resistance do you have, if any, to taking these steps?
What is this going to do for you?
How are you going to feel once you have done this?
Is there anything else that you want to talk about now or are we finished?
Close & Session Assessment

Have you accomplished what you wanted from this session? (If not) What else do you think you need?