Use one or more of these models below to guide your informal and formal coaching conversations

**G.R.O.W.**
- Goals
- Reality
- Options
- Will

**C.I.G.A.R.**
- Current Reality
- Ideal
- Gaps
- Action
- Review

**O.S.C.A.R.**
- Outcome
- Situation
- Choices/Consequences
- Actions
- Review

**C.L.E.A.R.**
- Contracting
- Listening
- Exploring
- Action
- Review

**S.T.E.E.R.**
- Spot the Opportunity
- Tailor the Intervention
- Explain the Task
- Encourage
- Review

**C.O.A.C.H.**
- Clarify the Issue
- Open Up Resources
- Agree on the Future
- Create the Journey
- Head for Success