

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

