

## Sequence of Events during a coaching session

<b>G</b>	<b>Goals</b>	<ul style="list-style-type: none"> <li>• What outcome are you seeking? (e.g., to be able to develop rapport and get information from young children)</li> <li>• What are intermediate steps that can be taken?</li> <li>• What would you like to accomplish?</li> </ul>
<b>R</b>	<b>Reality</b>	<ul style="list-style-type: none"> <li>• What is the present status or concern about the issue?</li> <li>• Who is concerned and why?</li> <li>• Is the goal critical to job performance?</li> <li>• How much control do you have over the outcome?</li> <li>• What obstacles need to be overcome to work on the goal (internal obstacles such as being afraid of children and external obstacles such as lack of training resources)?</li> </ul>
<b>O</b>	<b>Options</b>	<ul style="list-style-type: none"> <li>• <b>What</b> are all the different ways you can approach this issue? (Training, reading, observing someone who does it well, etc.)</li> <li>• What else could you do?</li> <li>• Would you like some suggestions from me?</li> <li>• What are the advantages and disadvantages of each option?</li> </ul>
<b>W</b>	<b>Will Do</b>	<ul style="list-style-type: none"> <li>• <b>What will the worker do? What is the specific plan? Get a commitment.</b></li> <li>• Which option(s) will you choose?</li> <li>• What are the criteria for success?</li> <li>• How will you implement the option?</li> <li>• When will you start and finish each step?</li> <li>• What resources do you need?</li> <li>• How can I support you?</li> </ul>