

Building your Well-Formed Outcome (Blind Coaching script)

Take one of your SMART goals and reflect through the steps that I'm going to read out. This is a coaching process to help hone outcomes and goals and make them 'well-formed'.

Make sure the goal you have is something that will stretch you out of your comfort zone. Something that will help you develop yourself... Something that although stretching is also realistic. If your SMART goal is not stretching enough, pick something else.

These questions are then offered at a slow pace, giving space for them to write down their thoughts in answer to them. Invite to write notes or close eyes to help reflect.

Setting a positively stated outcome/ goal

- So has everyone has identified in your mind or written down an outcome / goal?
- What is really important about achieving this outcome? What's important about achieving it now?
- What is the real issue?
- What will achieving it give you?

Imagine having achieved it

Fleshing this out by imagining you've achieved it at some point in the future

- Imagine yourself actually in this future place now and that you've reached your goal or outcome.
- Have a look around you – where are you? what do you see that tells you that you have reached it?
- And what can you hear? What are people saying? What feedback are you getting? What are you saying to yourself?
- How do you feel?
- What has changed because you have achieved this outcome.

Coming back then to now

Context

- What is the context in which it will be achieved?
- Is the context clearly defined?
- When, where, how who with etc.

Fit

- What will be the impact of achieving this on the rest of your life?
- Who else will need to know you are trying to achieve this?
- What do you need to ask from others?
- Does achieving this fit with who you are/ want to be?

Barriers

- What's stopping you from moving to that outcome? Particularly, what's in your way in your own head?
- What are the things that might get in your way / trip you up?
- How might you get round these?

Resources

- What strengths do you know you already have to bring to bear in this situation, that will help you move toward your outcome?
- Which....qualities, mindsets, skills, experiences will help you most here?

Desirability

- Given all that thinking, how much do you want to achieve this goal out of 10?
- What else could you add to this plan to make it more desirable?
- What feels like the best first step you can take? When will you do that?

If it is not desirable let go of it gracefully.