



The Invisible Realities of Life Session 6

- I. The final stage of the coaching process is review: let's celebrate.
 - A. What has been accomplished?
 - B. How far have we come?
 - C. We are tempted to move over this stage and move on to the next project.
 - D. The review process:
 1. Brings about the maturity that comes from honest self-evaluation
 2. Gives encouragement for the road ahead
 3. Provides a sense of satisfaction for a job well done
 - E. Reviewing can give you a new perspective.
- II. What's working?
 - A. Most people tend to get too focused on problems and on what's not working.
 - B. We aren't all success or all failure.
 - C. An eye toward the positive helps us gain momentum.
 - D. Focusing on the positive boosts our resolve in a way that fear of failure and criticism never does.

1. What “wins” have you had since we last talked?
 2. What was your “ah-ha” from our conversation today?
- E. Everyone needs to stop and take time to notice what’s working.
- F. What does celebration look like?
1. Verbal affirmation
 2. Email or note
 3. Fun day
 4. Time off

III. What didn’t work?

- A. We need to see the reality of the situation to make improvements.
- B. Pinpoint specific areas that aren’t measuring up to expectations.
1. Something or someone may be blocking the progress.
 2. Expectations may be set too high.
- C. Follow-up questions may be necessary to help people determine what’s not working.
1. How’s your stress level in this area?
 2. Where do you feel stuck?
 3. In what areas do you feel like you are trying to fit a square peg into a round hole?
 4. What are you feeling guilty or discouraged about?
 5. If you had a Magic Effectiveness Wand, over which efforts would you wave it?
 6. Fill in the blank: I’ve been trying and trying to _____ but it’s not working.

D. Coaches often encounter resistance with this question.

1. A fear of failure prevents people from looking back.
2. People fear past failures will shame them.
3. “Nothing can be done about the past.”
4. Past failures provide a wealth of useful insight.

IV. What are you learning?

- A. Whether plans are going well or poorly, there are lessons to be learned.
- B. Without review, these lessons slip by unnoticed.
- C. Action without reflection generally amounts to a great deal of wasted energy.
- D. Without considering what God is teaching us through our experience, we’re bound to repeat our mistakes.
- E. Walk people through the process of thinking about their actions and you’ll increase the probability that they’ll be more effective in the future.
 1. What else?
 2. Tell me more?
 3. Summarize their responses.
 4. Practice reflective listening.
- F. God wants to grant us wisdom as we learn through our successes and failures.

V. What needs to change?

- A. The very nature of plans is that they can be changed – the best plans are designed with built-in reevaluation times.
- B. Unforeseen things always happen.
- C. Mid course corrections and alterations are necessary and good.

VI. What else needs to be done?

- A. Change almost always presents us with fresh opportunities.

- B. Completion of a previous project – whether successful or unsuccessful – frees up time to channel in a new or related direction.
- C. One of the most overlooked benefits of asking what else needs to be done is that it helps prevent stagnation.
- D. We must keep changing and growing or die out.
- E. As a coach, be willing to let them go and experience consequences.

VII. Review the coaching relationship – “What’s next for us?”

- A. Renew
- B. Bring closure
- C. Assessment questions
 1. What would you like me to do more or less, or stop doing all together?
 2. What have you accomplished this month that you would not have done if you were not partnering with a coach?
 3. How do you feel about what you have and have not accomplished this month?
 4. What are some things I could do differently?
 5. What could I provide that would help you even more in achieving your goals?
 6. Do you feel I am pushing you enough, too much, or not enough?
 7. Where have I missed the mark this month?