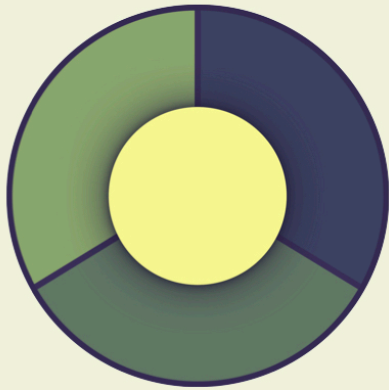
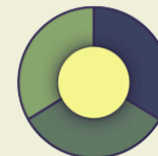
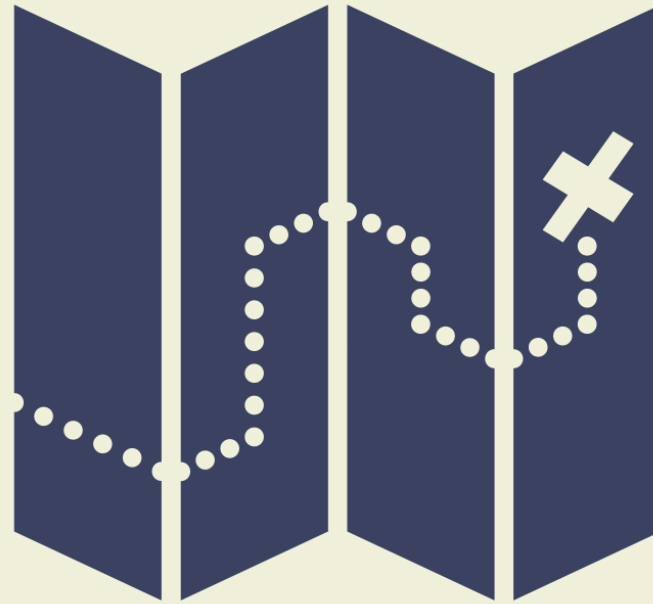


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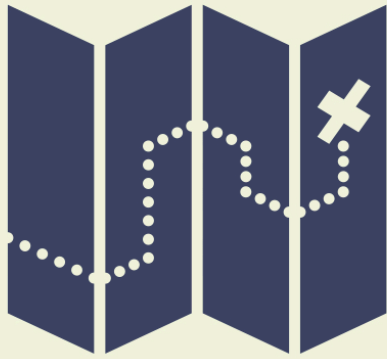
Goal Setting

The Value of Goal Setting

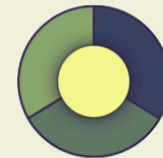


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Hope with a Plan

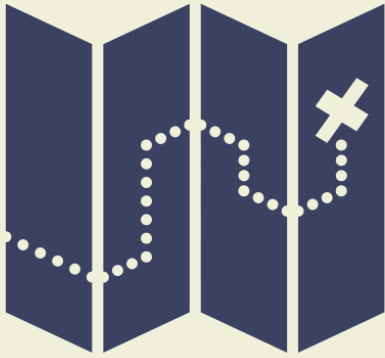


- A coaching relationship is built on creating a sense of meaning and direction
- Establishing clear coaching goals provides motivation to be coached

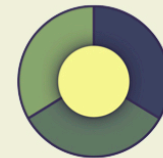


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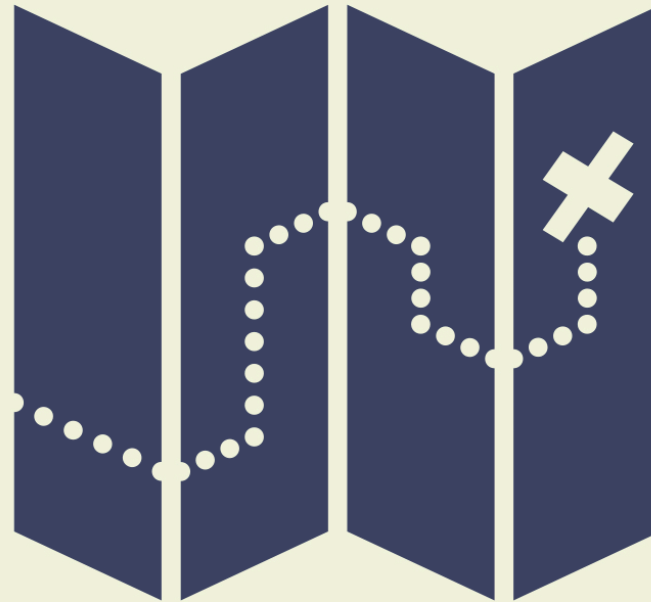
PERMA and Goal Setting



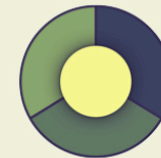
- P - Positive-Focused Goals
- E - Engaging and Relevant Goals
- R - Relationship-Focused and/or Relationship Building Goals
- M - Meaning-Driven Goals
- A - Achievements to Measure Success



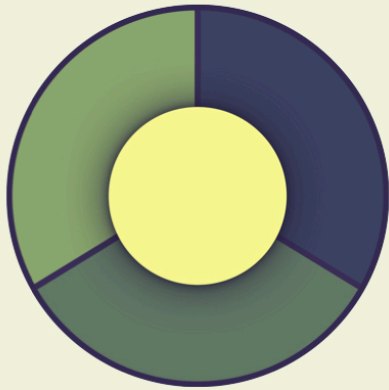
Coaching Is a Journey,



Goal Setting Builds the Map



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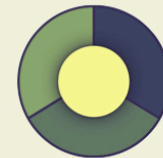
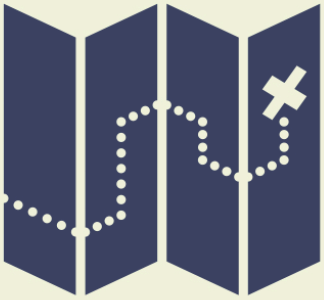


Goal Setting

Methods for Exploring

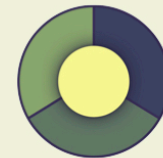
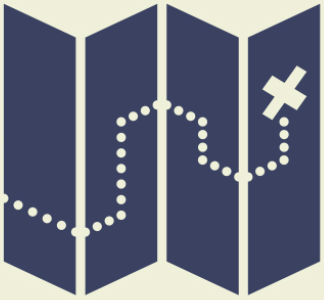
When Does a Coach Explore Goals

- During a first session to guide the coaching process

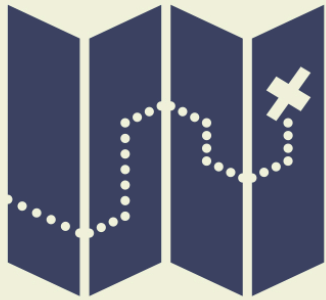


When Does a Coach Explore Goals

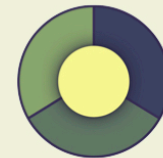
- During a first session to guide the coaching process
- After a client recognizes that their initial goal is no longer relevant



When Does a Coach Explore Goals

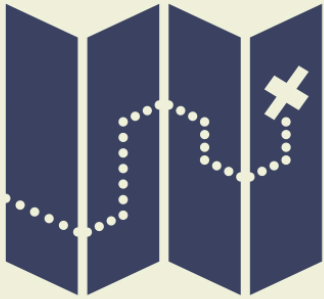


- During a first session to guide the coaching process
- After a client recognizes that their initial goal is no longer relevant
- Once a client has hit a significant milestone in pursuing their initial goal

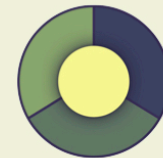


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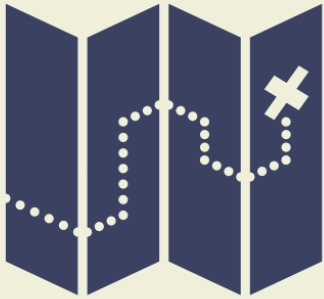
When Does a Coach Explore Goals



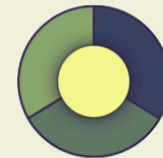
- During a first session to guide the coaching process
- After a client recognizes that their initial goal is no longer relevant
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- Significant life changes have happened



When Does a Coach Explore Goals

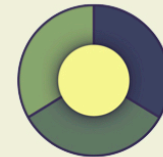
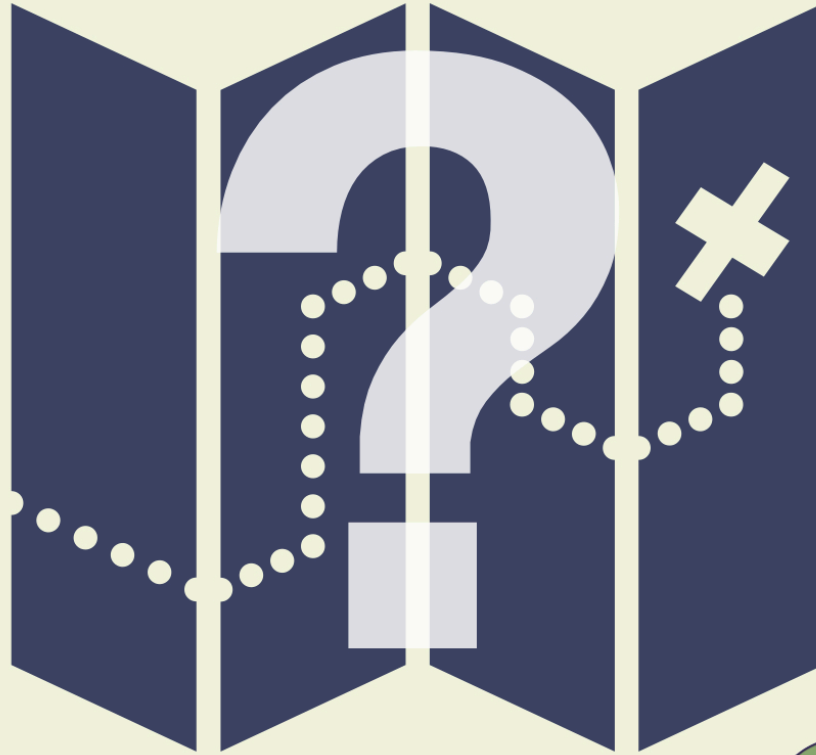


- During a first session to guide the coaching process
- After a client recognizes that their initial goal is no longer relevant
- Once a client has hit a significant milestone in pursuing their initial goal
- Significant life changes have happened
- As a client moves beyond being coached



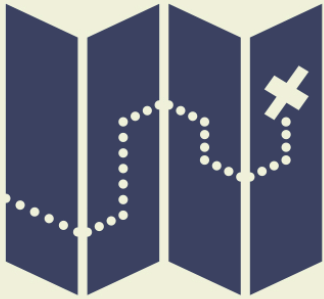
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What if the client doesn't know?

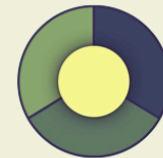


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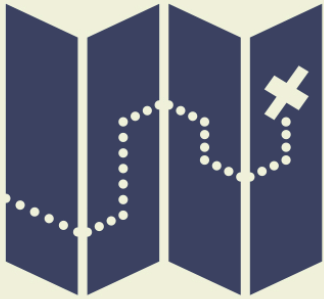
Assessing Areas for Goals



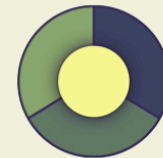
- Utilize performance reviews and/or 360 feedback assessments
- Complete a simple wheel of life
- Use questions to help a client scale their perception of their work performance and life balance with 1-10 scale questions



Assessing Areas of Goals

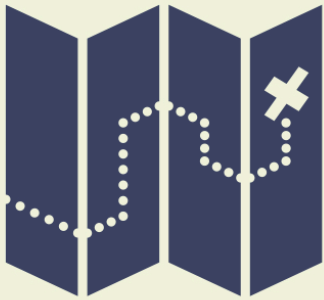


- What feedback is most relevant to how you want to grow?
- Which of these areas of this Wheel of Life is most important for you to develop?
- As you have taken stock, what would you like to see change?



Exploring Timing and Measure

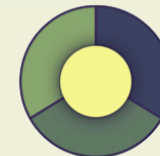
Explore what the client would like to see change in their current lives (**Assessing**), and then help the client consider what goals help create the change they want.



What do you want to have accomplished this year?

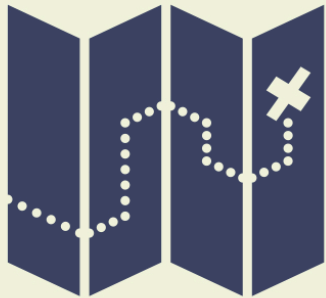
What would this allow you to achieve in 3 years?

With this momentum, what might be possible in 5 years?



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Exploring Timing and Measure



Explore the long-term dreams and walk the goal setting backwards looking at milestones at 75%, 50% and 25% of the way to achieving the long-term goal. Then consider what the initial changes need to be.

What do you want in 5 years?

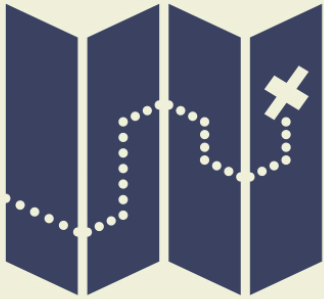
What would you need to have achieved in 3 Years?

Therefore, what would success be this year?

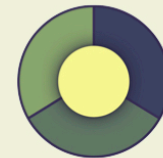


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Exploring Timing and Measure

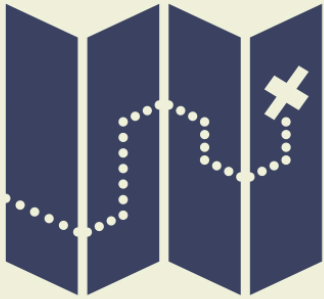


Ask questions and even role-play conversations that help a client consider how they would share their hopes and goals with a leader or significant other. It can be especially helpful to consider how they would respond to a skip-level leader or higher.

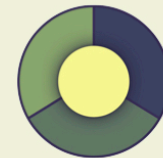


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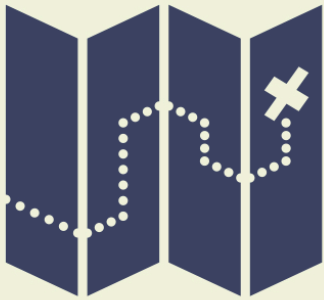
Exploring Significance



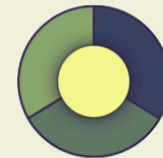
- What makes this important?
- Who would you be able to become?
- What would you learn
- What do you need to learn?
- What impact would you be able to make?
- What if you didn't pursue this?
- What would you pursue if you were not able to pursue this goal?



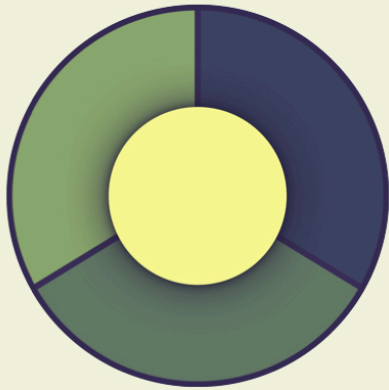
Help Connect Today to Goals



- A coach should follow the client's needs for each session. However, the coach should also help the client reflect on how today's agenda impacts the long-term goals.
- A coach can also support a client by helping them explore and build a vision board and/or to practice visualization to help keep the long-term goal top-of-mind.



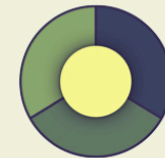
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Goal Setting

Goal Setting as a Coach

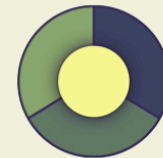
Coaches Are in the Business of Goal Setting



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Performance Goals a Coach Can Pursue

1. Build Coaching Endurance
2. Overall Hours Completed

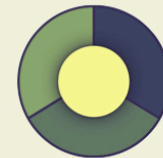


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Performance Goals a Coach Can Pursue

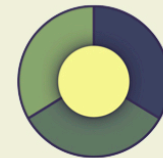


1. Build Coaching Endurance
2. Overall Hours Completed
3. Level of Income
4. Scoring Well on Coaching Assessments
5. Earning an ICF Credential



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What greater impact could you make as you stretch yourself through coaching goals?



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