

GROWTH CONVERSATION	
	NOTES
GOAL G→ Goal, What do you want to achieve? - Gaining clarity around whats wanted and identify the goal. <i>What's on your mind that you would like to focus on, so what I am hearing is....Is that what you want to work on? What would be a good outcome for this session?</i> Go back to the goal and redefine what the coachee wants to focus on. - <i>What would you like to see happening that is not happening yet?</i> - <i>If things were perfect what would be happening?</i> - <i>What would others see?</i> CLARIFY THE GOAL - <i>On a scale of 1-10 how close is your perfect to what is happening now?</i> - <i>What would you have to change to get to a 10?</i> - Should that be your goal? - <i>If you could reach that goal would it really matter to you/ to your students? Is it purposeful?</i> - Shall we write it? <i>Get it down and document this.</i>	
REALITY R→ Reality, What is happening now? - <i>Tell me more about what is happening?</i> - <i>What evidence do you have that supports your concerns?</i> - Own observations - Students/ Their results - Parents - Coachee - Team - Another Colleague - Video	
OPTIONS O→ Options, What could you do to achieve this? - <i>What are your options for achieving this goal?</i> - <i>What could you do to change the situation?</i> - <i>Tell me what possibilities for your action you see.</i> - Has something like this ever happened before? - <i>How have you tackled it?</i> - <i>What could you do differently?</i> - <i>Do you know anyone who has encountered something similar?</i> - If anything was possible what would you do? - Do you need to find anymore information about this? <i>Find sources</i>	
WILL W→ Will, What will you do? - Of all the options which do you like the most? - Which options work best for you? - From all these options what do you think are your next steps? - <i>What small steps can you take throughout</i> - Begin working with the goal.	
TACTICS T→ Tactics, How and when will you do it? ACTION PLAN - How and when are you going to do what you said you wanted to do?	
HABITS H→ Habits, How will you sustain success moving towards your goal? - <i>How will you ensure success moving toward your goal?</i> - <i>Set yourself up for success</i> - <i>What advice would you give yourself going forward?</i>	

- What support will you need? - What might get in the way? - What might need to be different in your behaviour/ practice/ environment?	
REVIEW R→ Review A time of reflection, a time of learning. Let the coachee talk about how the goal went? - How did it go? - What worked? - What did you learn? - On a scale of 1-10 how well do you think you did with achieving your goal? - What are 3 things you did well? - Give feedback coach to coachee.	
ISMART GOAL	
By the end of Term 2, I will have..... I AM... SO THAT... I WILL KNOW WHEN I HAVE REACHED MY GOAL WHEN...	