Structuring the Coaching Session: The "GRO-DOH" Model

Reality

- Invite self-assessment
- Provide specific feedback
- Avoid or check assumptions
- Discard irrelevant history
- What is the current situation?
- How long has it been going on for?

Options

- Cover full range of options
- Invite suggestions from other
- Honour their ideas for a solution
- Offer suggestions carefully
- Ensure choices are made
- What do they think should be done?
- What is the benefit of their idea?

Direct Action

- Commit to action
- What option will you choose to act on?
- What steps will you now take?
- Do what? When?

Obstacles

- Identify possible obstacles
- Do you see any obstacles?
- What might stop you or get in the way?
- How can you overcome this?

Homework

- Commit to action
- Specify steps and define timing
- Agree on support
- What support do you need to make it all happen?
- When will you check back with me?

Goal

- Outline topic to be discussed
- Agree on topic for discussion
- Agree on specific objective of session
- Set long-term aim if possible

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