

## Short Steps 121 Coaching Approach

In coaching, there are many models and tools to draw from. I work with you to build an individual program based on your **personality type** and **learning preferences**.

Often, I have favoured the straightforward TGROW coaching model, but it really depends on the individual. I'm here to make things easy for you and help you take action, so I always keep it simple.

### 1. TOPIC

**What area of life are you feeling bad about? Where is your general dissatisfaction focussed? If you had to start with one thing about your life or the way you feel, what would it be?**

*I use a variety of tools to help clients focus precisely on where they want to start improving their life. Some examples of these tools are:*

- **The Wheel of Life** - A classic in life coaching and **bespoke** to your own priorities.
- **Storytelling** – For the vocal amongst you, tell me your life story and I'll guide you through the parts of the story that stand out.
- **The Life Blog** – A twist on the above, write it down if that's how you process your thoughts best.

*Of course I don't want to give away all my secrets as there are some new tools that I've developed based on my learnings, but here's a look at a few...*

- **Short Steps Secret 1** – Never really grew up? Nah me neither. So I created some games to play that don't feel like work at all and really work for those with a **playful character**.
- **Short Steps Secret 2** – Maybe you're the **methodical, iterative and practical type**? I've got you covered. Like filling in quizzes and surveys and coming up with satisfying metrics to work with? I'm all about this as well!
- **Short Steps Secret 3** – Are you *really lazy*? Like *seriously lazy*? I can work for you too don't worry. How would you feel about actually doing this stuff **in your sleep**? For those with a creative and visual imagination.

### 2. GOAL



**Next you want to sort out what you're aiming for. What does the change look/feel like?**

*Again there are a lot of tools I use with my clients, here are two examples...*

- **KIPLING** – The go to questions for opening up ideas and possibilities. (No cake I'm afraid!)
- **SMART** – Regardless of your personality type or your preferred way of working, I will make sure you can measure your goal by guiding you to come up with **Specific, Measurable, Achievable, Relevant and Time-bound goals.**

*Again this is the Short Steps method and I have my secrets, here are a couple more insights...*

- **Short Steps Secret 1** – Like window shopping? Maybe you're a fan of browsing pages and pages of products online just for fun? I can use that! **Let's shop!**
- **Short Steps Secret 2** – I like to think working with me is like going to a great theme park! At the Short Steps theme park there are some exercises for you to do that will *physically* challenge your desires. Seriously you'll **get active** on this ride! **LINE UP HERE!**

### **3. REALITY**

**An open and honest reflection of where things are for you at the present moment.**

*Examples of standard tools I use...*

- **Scaling** – A helpful tool for anyone but particularly for those who like to work **methodically and scientifically.** We score your goals to see what level of change you want to make.
- **Reality Inventory** – This can be a creative or scientific exercise. I explore your specific topic with you as if we were **taking inventory** of your life's store-cupboard, seeing what's where, what's out of date, what's mouldy, what's iffy but still good etc.

*And the Short Steps Secrets insights...*

- **Short Steps Secret 1** – A lot of people 'feel' their way through life, relying more on their gut and intuition. I don't shy away from emotional work and have developed tools to explore your feelings and use them to guide you.
- **Short Steps Secret 2** - Sometimes the best way to understand, is to **go and see.**

### **4. OPTIONS**

**This is where you start to get into action and I'm afraid it IS YOU that has to get into action. It's very important that I help you identify options that you'll actually want to get moving on.**



*Some magic tools that I use...*

- **Reflection** – This exercise guides you to look back and identify what you have done in the past that has worked for you. If you've already done it before **you can do it again right!?**
- **Idea Generation (Brainstorming)** – The age-old classic. How many ideas can you come up with given the right encouragement and support? Who else could help you to come up with more options?

*A couple more insights into some Short Steps spells we could work on together...*

- **Short Steps Secret 1** – A tool “innovated” from professional problem solving. Choosing the best way forward is as **easy as pie**.
- **Short Steps Secret 2 – Waste!** Where to find it and what to do with it!

## 5. WHAT'S NEXT?

**Action! Get clear on what the next Short Steps are that will take you towards your desired goal then get to work! Getting into action requires a lot more than just a to-do list though, and there are always personal blockers and psychology influencing your progress.**

*A few examples of common motivating tools/techniques...*

- **Rule of 3** – Ok so uhm, starting with your er, to-do list.....**Prioritise it**. Start with the top 3 items on your list and you're **not allowed** to add anything new to the list until something comes off the bottom! Stick to 3 items max and get stuck in! This little psychological trick is a must for those of us who tend to **wander off** onto lots of different tasks at once.
- **Accountability Partners** – A coach is, amongst other things, an accountability partner who will challenge you on your progress. Alongside your coach, why not get a mean friend to punish you (gently) if you don't do **what you say you'll do?** Or embarrass you the next time you're out? There's a tonne of these suggestions as to how you can make sure you **get your work done!!**

*Of course, I've been down this road a few times now and created my own methods of making sure progress is made!*

- **Short Steps Secret** – Why not check out this Short Steps FREE product. Get organised in tracking and managing your progress!

**For further information or if you would like to register your interest in 1-2-1 coaching please visit [www.shortsteps.co.uk](http://www.shortsteps.co.uk) or simply click on the banner below.**

