

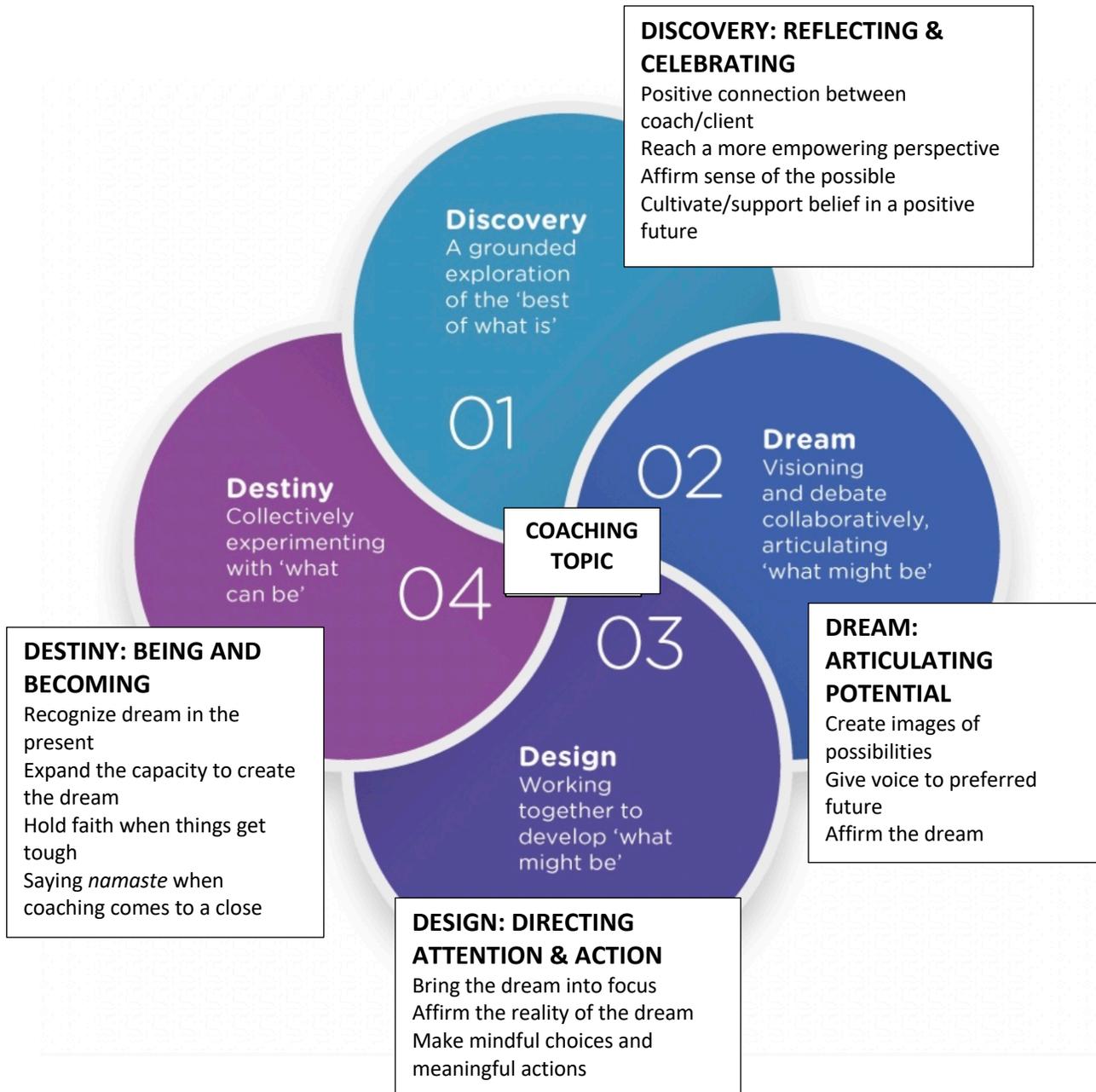
APPRECIATIVE COACHING ROADMAP & GUIDE

KNOW YOURSELF TO GROW YOURSELF

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THE PLACE TO SOAR | SOAR COACHING ACADEMY

Appreciative Coaching Roadmap and Guide

You have to know yourself to grow yourself



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SETTING THE STAGE

Clarifying the Coaching Topic

Appreciative coaching is a positive process for cultivating change that begins by reframing problems into a neutral or positive coaching topic.

Forming a Picture of Success

Communicate a picture of success for the coaching topic.

Create a picture of successful engagement.

- Times you were at your best?
- Peak experiences?
- Who do you admire for skills/abilities?
- What two things you would like to do more of to be effective?

Focus on three areas:

- What are you doing?
- How are you feeling?
- How are you regarded by others?

Consider:

What does decisive action look like?

What does it feel like when you are comfortable and confident?

What do you need in order to feel on top of your game?

What do others appreciate most about you?

What does being “well regarded” by others mean to you?

Are you seeing great potential?

Are you tapping into positive memories, feelings and strengths?

Are you making sense of many possibilities?

Setting Coaching Goals

Identify specific ends for coaching that reflect planning and problem-solving.

Keep the purpose of coaching in sharp focus; set expectations for a successful conclusion.

Take into consideration the full texture of your life.

Expressing a Dream (a picture of a desired future)

Dream becomes the container for specific goals, needs

How do you envision yourself in...?

What successes do you see yourself celebrating?

What vision do you have for yourself in the next few years?

What legacy would you like to leave behind?

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JOURNAL YOUR THOUGHTS BELOW - USE WORDS AND/OR DRAW PICTURES

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DISCOVERY

Reflecting and Celebrating

Cultivate a belief in a positive future by carrying forward what is best about your past. Move away from problem-solving toward creative solution-based outcomes and become your own agent of change.

Continue until reaching a deep understanding of your coaching topic.

Main Objectives

1. Remember, reflect and ponder past successes and positive experiences in your life.
2. Identify similarities across several positive experiences.
3. Apply what you have learned about yourself in this exercise and how it applies to your coaching topic.

Core Appreciative Questions

1. What gives life to you now?
2. Describe a high point or peak experience in your life or work up to now.
3. What do you most value about yourself, your relationships, and the nature of your work?
4. What one or two things do you want more of in your life (aspirations)?

JOURNAL YOUR THOUGHTS BELOW - REFLECTING AND CELEBRATING

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DREAM

Articulating Potential

Acknowledge your aspirations and strengths.

Expand your thinking about possibilities to declare and affirm your dream.

Anticipate and express your dream.

Main Objectives

1. Create images of possibilities.
2. Give voice to your preferred future.
3. Dream big and make your desires known.

Core Appreciative Questions

1. Looking into the future, who are you called to be? What work are you called to do?
2. What do you see in your future, one, five and ten years down the road; who are you with; how are you living?
3. What images (anticipatory, symbolic or metaphoric) represent the shift from your current perceptions to what you imagine the future can be with transformative change?
4. What things are you doing now that specifically bring you great joy; which do you want to carry into the future?

JOURNAL YOUR THOUGHTS BELOW - ARTICULATING POTENTIAL

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DESIGN

Directing Attention and Action

Affirm your true desires about the future.

Bring the dream into focus.

Make mindful choices and actions.

Main Objectives

1. Focus on compelling priorities.
2. Reflect on ways you are already living your dream.
3. Take action to incorporate elements of the dream into your daily life.

Core Appreciative Questions

1. Thinking about your dream, what would make it come alive for you?
2. What really calls you, making you yearn for your dream?
3. What three big accomplishments would make you feel close to achieving your dream?
4. What have you done that you could do again to move toward your future?
5. What have you already started putting into place?
6. What supporters from the past will support you again?
7. What new habits will you need to form?

JOURNAL YOUR THOUGHTS BELOW - DIRECTING ATTENTION AND ACTION

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DESTINY

Beginning and Becoming

Expand your capacity to create your dream

Holding faith when the going gets tough

Saying *namaste* - closing out the coaching topic (readiness, hesitancy, completion)

Main Objectives

1. Identify and celebrate the dream in the present.
2. Focus on ways to act, expand capabilities, and persevere.
3. Prepare to move on.

Core Appreciative Questions

1. Reflect on where you began and where you are now. What's different?
2. What makes you proud?
3. What still needs your conscious attention to be sure it is a natural part of your day?
4. What commitments have you made to yourself?
5. What has been the most important thing you have learned about yourself?
6. Who supports you on your journey and deserves your gratitude of recognition?
7. How will you continue to foster your own growth and development?

JOURNAL YOUR THOUGHTS BELOW - BEGINNING AND BECOMING