



Outcome coaching

Ask these questions of the other person whether this is an inner conflict or **conflict with another person or persons**. If this is an inner conflict, skip the highlighted questions. After each question, explore more possibilities by saying, "Tell me more about that." or "Let's explore that in a little more detail."

Current Reality:

1. What is the issue?
2. What have you done about it to date? **Was there a response from the other person or persons?**
3. What do you want?
4. **What do they want?**
5. What are the stumbling blocks? For you? **For them?**

Future Vision:

1. What is the perfect, desired outcome?
2. **Put yourself in the other person's shoes. How do they see it? What do they want?**
3. Helicopter view: Fly above this situation as an observer. Does this perspective change your viewpoint?
4. May I ask some questions/give you some advice (keep in mind it's just my opinion)?
5. Are any of these ideas sounding good to you? Enough to take action on?

Step-by-step:

1. What would be the first step to move this forward to a conclusion?
2. What is the next step after that? After that?
3. What are the obstacles for you? **For them?**
4. How can you overcome these obstacles? **How do you think they can overcome these obstacles?**

Follow up and changing future behaviors:

1. How will you know when this issue is resolved?
2. What did you learn from this process?
3. What will you do differently going forward/next time?