



**INTRODUCING THE ABIDE COACHING MODEL
CREATED
BY
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ABIDE COACHING MODEL QUESTIONS

ABIDE is a Coaching Model created and used by Jacqui Turner.

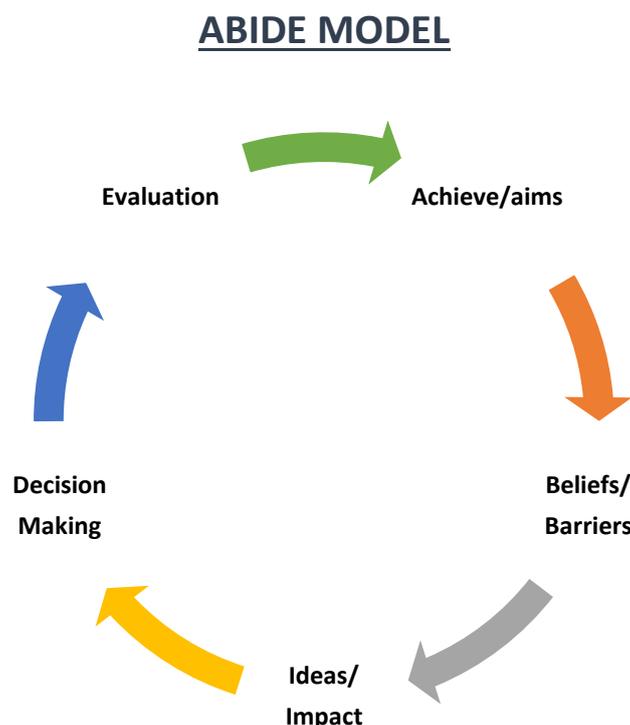
Achieve – The Coach discusses short and long term aims which the Coachee wants to achieve and converts them into measurable objectives.

Beliefs and existing Barriers. The Coach helps the Coachee identify current beliefs about the situation and themselves in addition to barriers that may be holding them back and getting in the way.

Ideas and Impact. The Coach and Coachee discuss potential ideas that may take the Coachee a step forward towards making his/her aspiration a reality. They also discuss the potential positive and negative impact of each idea.

Decision making. The Coachee considers each Idea from the previous stage and based on the evaluation of the impact of each, decides which idea(s) will be implemented.

Evaluation. This is the stage where the Coach and Coachee consider how the Coachee will evaluate the impact of the implemented ideas. Are the changes they have made taking them in the right direction?



The following are a selection of questions that you may wish to use at each stage. How many questions you will need to ask will be dependent on the Coachee and the situation.

Achieve: Begin with what the Coachee wants to achieve and turns the aspirations into a measurable objective.

- ❖ What are your aspirations/aims for the future?
- ❖ What does this aspiration mean to you?
- ❖ What are your values?
- ❖ Are your values aligned with your aspiration?
- ❖ What impact will achieving your aim have on your stakeholders?
- ❖ If your stakeholders were here now, what would they be saying?
- ❖ What do you want to achieve?
- ❖ What is the aim of this discussion?
- ❖ What objective do you need to achieve to know you have turned your aspiration into a successful reality?
- ❖ What question would you like answered by the end of the session?
- ❖ When you think about turning your aspiration into a reality, what does success look/feel like?
- ❖ What do you want and what are your reasons for wanting it?
- ❖ What could you work on immediately that would have a positive impact to you?
- ❖ What is most important to you right now?
- ❖ If you achieve your objective, what would be the benefits to you/ your team/the business?
- ❖ How much personal control or influence do you have over achieving your aim?
- ❖ What timeframe is realistic for you to achieve it?
- ❖ Is your objective positive, challenging and attainable?
- ❖ How will you measure success?
- ❖ Do you have full control over achieving your aspirations?

Beliefs & Barriers - What's stopping the Coachee from moving forward and achieving their objective, now?

- ❖ Describe your beliefs about the current situation.
- ❖ What are your current beliefs about your own ability to achieve success?
- ❖ To what extent is your current belief limiting your ability to move forward?
- ❖ How long have you had this belief?
- ❖ What is this belief based on?
- ❖ Do you know that to be true?
- ❖ What do you conclude about your current belief(s)?
- ❖ What do you need to do in order to change this self- limiting belief?
- ❖ What assumptions are you making?
- ❖ What are the assumptions that you are making about yourself?
- ❖ What do you need to believe about yourself to support you?
- ❖ How much of the current situation is your perception?
- ❖ How does the situation make you feel?

- ❖ What are all the barriers that are currently stopping you from achieving your aim?
- ❖ What is stopping you from moving forward?
- ❖ What is happening right now for you?
- ❖ Who is directly and indirectly involved?
- ❖ What about others involved, what affect does it have on them?
- ❖ What have you done so far?
- ❖ What is currently missing in this situation?
- ❖ What's going well for you?
- ❖ What are the factors you need to consider?
- ❖ How will it feel to have this resolved?
- ❖ What are your thoughts about what's happening?
- ❖ What are you feeling at the moment?
- ❖ Is it a feeling you would like to change?
- ❖ Describe how you would like to behave?
- ❖ What impact are your currently feelings having on your thoughts?
- ❖ To what degree are your thoughts triggering a certain emotion?
- ❖ How are your thoughts impacting what you are doing?
- ❖ How are your feelings influencing what you do?
- ❖ What would be the benefit of pushing the pause button?
- ❖ Do you think you might be able to push the pause button before it happens next time?
- ❖ What might you have to stop doing to achieve this aim?
- ❖ What will you do to eliminate these external and internal factors?
- ❖ What would happen/what could and would you do if all the obstacles magically disappeared?
- ❖ Do you know that to be true?
- ❖ Where did these barriers come from?
- ❖ Does that really matter?
- ❖ What is the truth of the matter?
- ❖ What are the gaps in skills, attitudes or behaviours that may get in the way?

Ideas & Impact - The Coachee should be encouraged to think creatively and identify a selection of ideas, without making quick judgements and conclusions. They should consider the potential impact of each idea.

- ❖ What you have tried so far. What worked and what didn't?
- ❖ Do you have an idea in mind at the moment?
- ❖ What is the potential impact of implementing each idea?
- ❖ What would be the potential impact of doing nothing at all?
- ❖ Which of your ideas have the least risk and the biggest positive impact?
- ❖ Which of those ideas feel right to you?
- ❖ Is that a risk that you want to take?
- ❖ What would you advise your best friend/colleague to do if they were in your situation?
- ❖ What do you feel you need to do before you do take that idea forward?
- ❖ What is the impact of each choice?
- ❖ What research could you do to help you identify all potential ideas?

- ❖ What support could you ask for to help you?
- ❖ What are your skills and areas of knowledge that will help you with this?

Decision-Making - Having considered the potential impact of each idea, the Coachee is encouraged to turn at least one of the ideas into actions, which will move them forward.

- ❖ What could be the first step you could take today?
- ❖ Which ideas are grabbing your attention?
- ❖ Talk me through your reasons for choosing that idea.
- ❖ How could you make the challenge more enjoyable and manageable for yourself?
- ❖ What are the two/three ideas you could implement that would move you closer to your aim?
- ❖ What is the action plan that you will put into place today?
- ❖ If nothing changes, what impact will that have on you?
- ❖ What would be the result if you did X?
- ❖ What steps are necessary to move this idea forward?
- ❖ What is the best way to bridge the current knowledge gap?
- ❖ Who will your plan affect and how will they be impacted?

Evaluation - The Coachee is encouraged to gauge how committed they are towards implementing the agreed action (s). They also continuously review how effective their completed actions are in terms of moving them closer towards their desired aims/objectives.

- ❖ How motivated are you towards implementing each idea?
- ❖ What is currently holding you back?
- ❖ How will you know that the changes you are making are moving you forward in the right direction?
- ❖ If your stakeholders had been present today, what would they value about this session?
- ❖ What challenge would your stakeholders set?
- ❖ What resistance do you have in taking these ideas forward?
- ❖ How will we measure the impact of your actions?
- ❖ How much nearer are you towards achieving your objective, as a result of the ideas you have implemented so far?
- ❖ Describe how you'll feel once you have implemented your ideas?
- ❖ How will you know if you need to change your actions and do something different?
- ❖ What may stop you from achieving the result you are aiming for?
- ❖ How often would you like us to meet?
- ❖ What date shall we set for our next meeting?
- ❖ What support would you like from me, between sessions?