

PRACTICE: COACHING (SUCCESS) FORMULA

$$P - I + S + SE = ER$$

ER – EXTRAORDINARY RESULTS

1. What result would you like to achieve? When?
2. How will you know that you have achieved it? How will you measure it? What will be the evidence that you have achieved it?
3. How extraordinary is this result for you? What makes this result extraordinary?

SE – SUPPORTIVE ENVIRONMENT

4. What would be the easiest way to achieve this result?
5. What kind of support you need? Who could support you and how?
6. What resources do you have and need to achieve it?

S – SKILLS

7. What skills, qualities and abilities are needed to achieve the result?
8. What skills, qualities and abilities do you currently miss to successfully achieve the result?

I – INTERFERENCES

9. What delays and pull-backs are realistically possible?
10. What stops you from achieving the result? What could prevent you from achieving the result?
11. What resources do you lack to achieve the result?

P – POTENTIAL

12. What are your individual strengths and talents that can help you to achieve the result? How your strengths and talents will support you in achieving the desired result?
Where do you feel a potential for further growth and development?