

# The **ARROW** Coaching Model

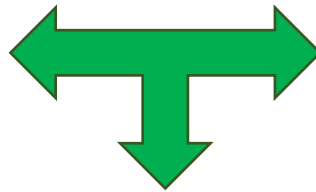
## Cheat Sheet

### AIM

What is it you would like to discuss / achieve?  
In terms of this, what would be the ideal scenario / outcome?  
What would you SEE, HEAR and FEEL that would let you know you had achieved your goal?  
If you achieved that what would it be like?  
- What would you be thinking?  
- What would you be feeling?  
- What would others be saying?  
In terms of a goal, what would you like to happen that is not happening now?  
If I could grant you a wish around your goal, what would it be?  
What is an immediate way forward?

### REALITY

What is the situation right now?  
What are the major concerns you have right now?  
Who else is involved?  
What is their perception of the situation?  
What evidence is there to support your view around this?  
In the current situation:  
- What are you saying to yourself?  
- What are you feeling?  
- What are others saying?  
What is it about the situation that you do not want?  
How often does this occur- be precise?  
What effect does this have?



### RESOURCES

What resources do you have at your disposal?  
Who do you know that has the expertise to assist you?  
What systems could you use?  
What processes could you apply?  
What frameworks could be of use?  
What network of relationships might be useful in this instance?  
What do you consider to be assets?  
What skills do you possess?  
What emotions might be valuable in this context?  
What knowledge do you have that may be useful?

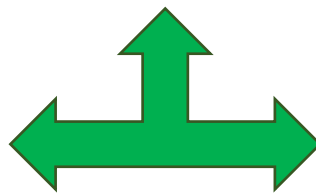


### OPTIONS

What ways could you address this?  
How else?  
What other possibilities for action are there?  
What could be another approach?  
What approach / have you seen used by others in similar circumstances?  
Evaluative questions:  
- What criteria will you use to judge the options?  
- Which ones seem the best against those criteria?  
- What are the benefits and consequences of each option?  
What other pitfalls might there be?  
What might that lead to?  
So, what do you think of your preferred options now?

### WAY FORWARD

In terms of those options, which ones are the best ones to move forward with?  
Which one are you most excited about?  
What might get in the way of using it?  
Who or what do you need to support you?  
How will you enlist support?  
What are the next steps?  
What is it that you are going to do?  
How will I know that you have done it?  
So, what do you think of that option now?  
When will that be started / done?



### Legend

Green arrows indicate potential directions of conversation.