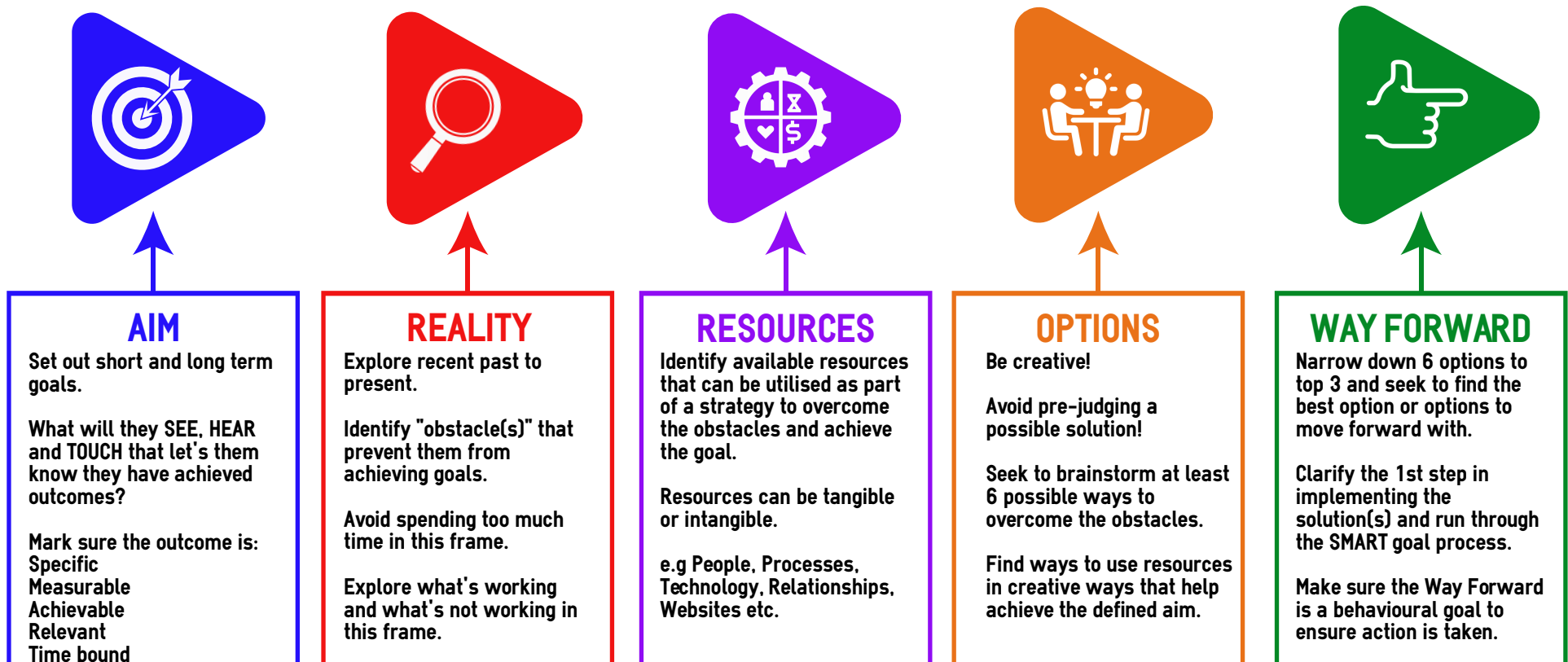


The ARROW Coaching Model Quick Reference Guide



Additional notes:

- Remember that a coaching approach is an enquiry based approach, so ask plenty of questions.
- The person who controls the frame, controls the game! Make sure you structure and manage the process of the conversation.
- You can start in either Reality or Aim. If a person is talking about a problem they're already in the Reality frame. If they're talking about something they want to accomplish in the future, they're in the Aim frame.