



## **Association of Coaching Approach Guidance Questions 3P's**

### **Purpose**

- Why do you coach? (e.g. change, performance, leadership development)
- What is the intention behind your coaching?
- What are the key assumptions that underpin your approach to coaching?
- What is your passion for coaching?
- What are your strengths when coaching?
- What's the essential thing in your coaching?
- What are the inputs to your coaching?
- What are the outputs/outcomes/results from your coaching?
- What will be the achievements and measures of these?

### **Perspective**

- What perspectives underpin the purpose of your coaching?
- What is your definition of coaching?
- Where do you coach?
- What are your values and beliefs?
- What models and theories underpin the purpose?
- What evidence underpins it?

How do you know it works?

- What science and art inform your coaching?
- What are the boundaries and limits to your coaching?
  - Who decides them?
  - Are these always the same?



### **Process and tools/techniques**

- What existing models that you use reflect your view of coaching?
- What are the typical stages/parts of your coaching – that you can identify in advance? • How do you select an intervention to use with a client?
- How do you choose what to do next in your coaching?
- What school/philosophy/method can your tools and techniques be categorized?