

## Coaching Goals - Key Focus Areas – (Name of coaching client)

### Before coaching

1. What are the key areas of focus for your coaching program? These can relate to your work or your personal life.
2. What would you like to achieve in each of these areas at the end of our coaching together? I.e. what is your evidence for success? (Subjective and/or objective)
3. How well are you currently achieving this goal? (1= not at all => 10 = all the time) Pre = before coaching.

### After coaching

4. How well are you achieving this goal as a result of your coaching program? (1= not at all => 10 = all the time) Post = after coaching.
5. What has been different as a result of your coaching efforts? What have you noticed? What have others noticed? How can you tell you have progressed? What have you done to improve this rating as a result of this coaching program?

1. Key Focus Areas	2. Evidence for outcomes	3. Pre rating	4. Post rating	5. What has changed as a result of coaching?
E.g. Delegation – Increase my ability to delegate effectively with my team	I feel less stressed and overwhelmed and more on top of my workload (subjective) I am spending more time on strategic work and progressing important goals (objective). I get less questions each day as staff feel empowered to make their own decisions (objective).	5/10	9/10	I used to have a queue outside my door everyday. Now I only get asked a few q's each day. I estimate I have gained back about 30% more time in the day. I ask how my team want to be supported and adapt my check-ins to suit their needs.