

EXERCISE

Outcomes

The present state and the desired state. Where are you now; where do you want to be? What do you want? Simple questions, or are they? In this exercise, the client identifies clear objectives that they want to hold as a primary focus for the contract period of the coaching. The outcomes that we specify during the foundation session should be well-formed.

As a reminder (see the Action chapter for detail) the goal will be 1- toward what they want, 2- the context will be defined, 3- they will have evidence, know when they are moving toward their goal, 4- it will be in their control, and 5- achieving the goal will not create negative consequences.

The outcome may change during the coaching contract period, but you want to start out in a clear direction. You also want to know how to assess movement and progress. Outcomes could relate to a specific task, or they could describe a way of life that the client hopes to move toward.

An exercise — define the desired state

- 1- Identify the areas that you want held as your main focus for the next three months. You might have a single focus, or up to three.
- 2- For each focus area, provide A- a simple heading, and, B- a description of your evidence that the goal is being or has been reached. Your evidence could be either ongoing or final evidence.
- 3- Identify how you can make your evidence measurable. Measuring something like “peace of mind” can require creative thinking; still, try to do it.



Here are three samples:

I complete a project in the next month.

Ongoing evidence — I have outlined the tasks required and the order I will complete them in, and I create and follow a timetable that gets the work done within the time frame.

Final evidence — The project is complete

I finish a book this year.

Ongoing evidence — I write at least 500 words a day, four days a week. I take one day a week to review and edit.

Final evidence — the book is on the bookshelf at the local bookstore!

In an ongoing way, I feel more in control, less in overwhelm.

Ongoing evidence — I give attention to how I set priorities. I have a system to follow up on necessary tasks. I am able to limit my commitments so that I have a manageable amount to do. I allow myself regular breaks from work so that I can re-charge.

Ongoing and final evidence — I feel more relaxed!

An exercise — outcomes and resources

When the outcomes are defined, refer back to the list of the client's resources. Identify resources they can use to move toward each of the outcomes.