

A non-linear model for shaping coaching conversations, processes and programs



Frame

- What would you like to think about in this conversation?
- What is important about this right now?
- If you got exactly what you want, what would that look like?
- If you achieved success, what would others notice?

Inquire

- What's happening now that is related to this issue?
- What are your strengths / opportunities that help to achieve success?
- How are you currently approaching things – what's working and what isn't?
- How are you currently approaching things – what's happening?

Energy

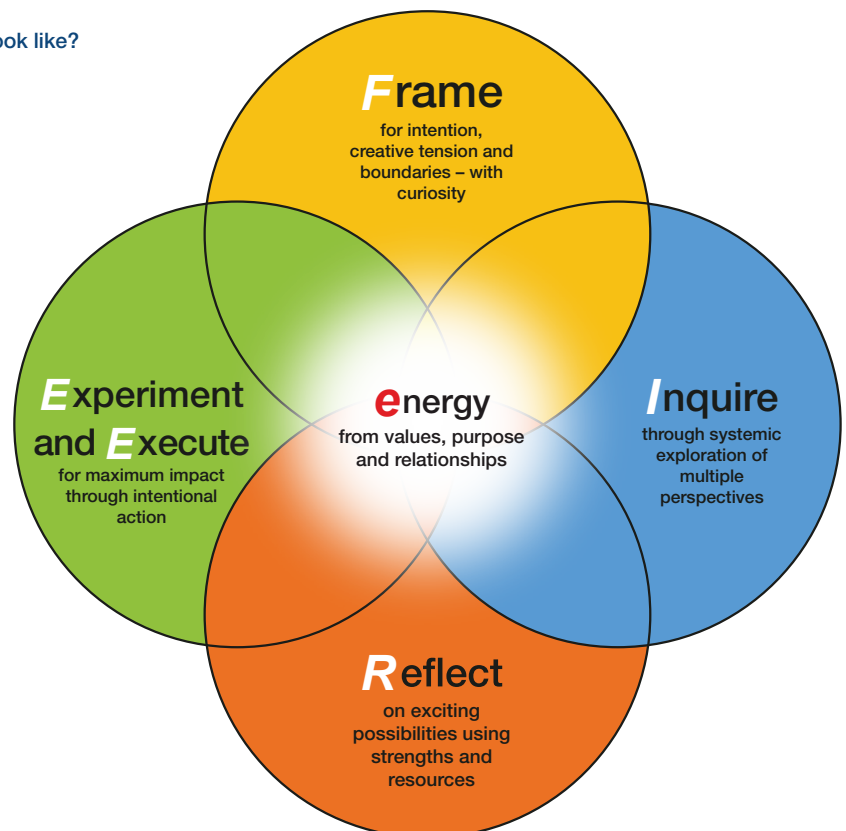
- What is exciting about this?
- Why is this important to you right now?
- What does a great day at work look like?
- If you achieved success and were having fun, what would that mean?

Experiment and Execute

- Who is going to do what?
- What might be the obstacles in your way?
- Which way forward is the most exciting?
- What specific steps come next?
- How could you test out and experiment some options?

Reflect

- What are all of the possibilities you can think of?
- What strengths of yours will help you?
- What are some radical or unexpected options that might help?
- If there were no constraints, what would you do?



eFire: a coaching methodology.