

CONVERSATION GUIDE

Group & Peer Coaching

Key Enablers:

Active Listening
Powerful Questions
Presence
Trust & Safety

1. Goal

- What do you want to take away from this conversation?
- How will we know that this conversation has achieved that goal?

2. Reality

- What is the situation?
- What is working/not working about the situation?
- Who is involved?
- What impact is this issue having on you/your team/your organization?

3. Options

- If you had a magic wand, what would you do? (Coaching)
- When I was in a similar situation, here's what I did... (Mentoring)

4. Way Forward

- What will you do?
- How likely are you to do this?
- Would you/how would you like me to hold you accountable?

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