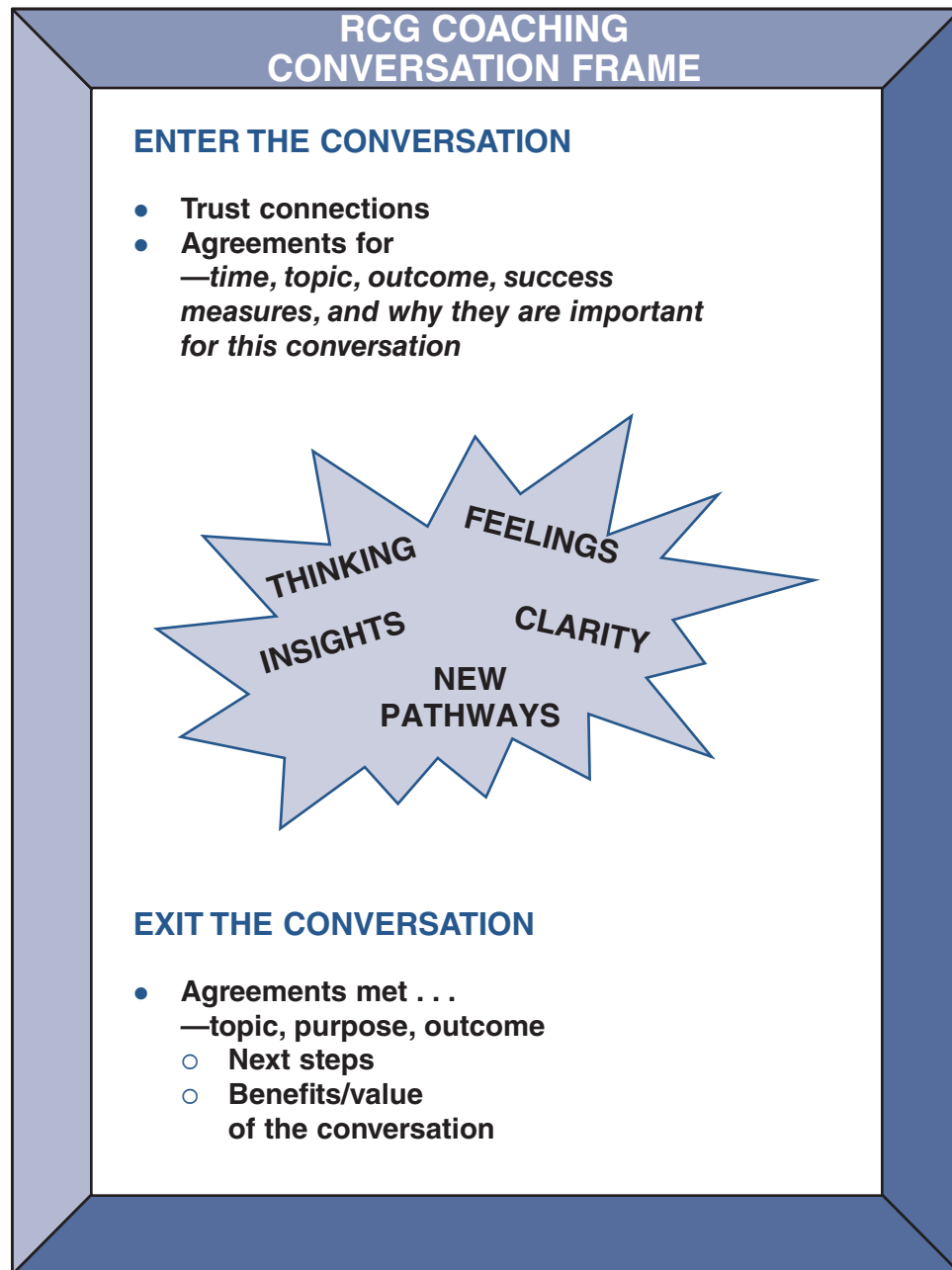


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# *RCG Coaching Conversation Frame*



**Sample Language for  
ENTERING THE CONVERSATION**

- Given we have about 10 minutes, what would you like for us to focus on?
- At the end of our 15 minutes, what would you like to take away?
- What are you wanting to accomplish by the end of our 20-minute conversation?
- I'm here to be your thinking partner for the next 15 minutes. What would you like to focus on?
- What are you thinking would be the best use of our time?

**Sample Language for  
EXITING THE CONVERSATION**

- What has been the most helpful in our conversation today?
- When we started our conversation you wanted \_\_\_\_\_; how did we do?
- Of all the things we have talked about, what has been of greatest value?
- What is clearer for you now that was not as clear when we began our conversation?

**NEXT STEPS:**

- When we began our conversation, your goal was to \_\_\_\_\_. How are you feeling about your great thinking? What will be your first steps?
- What actions are you ready to begin based on the plan you have designed?
- When we talk again where are you thinking you would like to begin?

**Sample Language for the RCG – GPS****SOLUTION FOCUSED:**

- If ideal, how would the situation be?
- When you have encountered this situation before, what did you do that resolved it successfully?
- What three things are you thinking would have the greatest impact on achieving your solution?
- Would it be helpful to generate numerous options to consider?
- How will you know (what data will you use) to evaluate your success with this situation?

**GOAL FOCUSED:**

- When this goal is achieved, what will the impact be?
- What people or resources are you thinking will be the greatest support in achieving your goal?
- What strategies [specific #] are you assessing will have the most influence on achieving this goal?
- What will be your first steps? What data will inform you of your achievement?

**PLANNING FOCUSED:**

- What do you want?
- What will it look like, sound like, be like when accomplished?
- What strategies are you thinking will get you there?
- How are you wanting to assess your success?
- As you consider your timeline, what are your first three steps?

**REFLECTION FOCUSED:**

- As you have reflected on this, what was the greatest insight (learning) for you?
- What did you do specifically that influenced the outcome?
- To what did you pay attention, to ensure your goals were accomplished?
- As you take this learning forward, what will you keep with you; what will you refine; what will you leave behind?