MY COACHING TEMPLATE

1. What
2. Why?
3. How?
4. Lock It Down.

3. Why?
   1. What
   2. VAK?
   4. When?
   5. Where?
   6. With Whom?

7. Do What?
   8. Your Power?
   9. Can You?
10. Have You?

14. Resources?
15. Blocks?
13. Monitoring?

THE DESIRED STATE

Kick Ass Complaint

THE PRESENT STATE

Ecology?
3b. Still Compelling?
17. Will you?
18. How will you know?
The Well-Formed Outcome Model

The Well-Formed Outcome pattern is a basic NLP pattern that results from using the precision language of the Meta-Model. Here working with a goal, you formulate it until it is well-formed so that it fits with a clear and precise understanding of the outcome. In the end the client gets an effective KPI (key performance indicator).

Questions for the Outcome Conversation

1) **What:** Stated and represented positively: What do you want? What else?


   What will you be doing and thinking when you get that?

2) **How represented:** Sensory-based or empirical. What will you see, hear, and feel when you are getting your outcome? How vivid of a movie can you create of what you want? Do you have it coded in all sensory systems (visual, auditory, kinesthetic)?

3) **Why?**

   Compelling:
When you get that, what will that give you? Is the outcome important? How important? Why is it important to you? Why do you want to achieve this outcome? If the outcome is compelling, how much does it inspire you to reach forward to it?

**CONTEXTS:**

4) **Where? What context?** What are the contexts of the desired outcome? Where will it occur?

5) **When? What time frame?** When do you expect to reach your goal? Where is it on your time-line?

3) **Why?**

What resources will you need in order to achieve your outcome? What are the external resources? What are the internal resources? Do you know how to access these resources? If so, how?

**Compelling:**

Given all of this, do you still find the outcome compelling and motivating? Knowing now what it will take, do you still feel passionate about it? What inspires you to reach forward to this goal?

Is it forecasted in time in a realistic way? How likely is it that you will reach it in that time frame?

6) **With whom?**

Is there anyone else involved in creating this outcome? Who else will be involved?

**PROCESSES:**

7) **What actions will you take? Actions** What do you have to do to get what you want? What behaviors will move you to achieving your goal?

8) **Who? Self initiated and maintained** Can you initiate the processes and behaviors? Are the actions intrinsic to you and within your control? Can
you maintain them over time? Are the required actions dependent on anyone else?

9) Can you?

Can you do these actions? Do you have the ability and competency to do it?

10) Have you?

Have you ever attempted to achieve this goal before? When? What happened? What did you do in those previous attempts that worked? That did not work?

11) Steps and stages?

How many things do you have to do? How many steps are there to it? Are there stages in the process? How many?

12) What strategy or plan for the actions? Plan or strategy. Do you have a plan? What is your strategy for carrying out the actions? Do you have a step-by-step plan or blueprint for carrying out the required actions?

13) Are there any Interferences? Anything stopping you from achieving your outcome?

Is there anything stopping you? If so, what? Are there any blocks, sabotages, or constraints preventing achievement of the goal?

14) Monitoring your actions with feedback?

What is your plan for monitoring how you are doing? For reaching various milestones? Who provide you feedback? At what times? For what behaviors? What criteria will determine the feedback?

15) Resources?

16) Ecological?

Is the outcome balanced and ecological for all the contexts of your life? Is the goal ecological for your health? Your relationships? Your values? Is the goal ecological for your finances, business, career, etc.? Will you ruin
anything to achieve it?

17) **Decision?**

Are you going to commit yourself to this outcome? Ready to make a decision to go for it? Will you do this? Are you fully committed? How strong is your decision?

18) **How know? Evidence Procedure** How will you know when you have achieved your outcome? What evidence procedure will you use to know that you have reached your goal?
Well-Formed Problem

1) **WHAT: Specificity: Precision in Description**

Is there a problem or challenge? Why is it important to resolve? If there is, how do you know? What is your evidence? What is/was worst example of this? The best? How is it a problem? In what way? In what area? To whom? What does it stop you from doing or experiencing? How do you know to even call it a “problem”? How bad is this problem? What percentage? Where gauge 0 to 10? How big is this problem? How have you tested the problem? How clean is your data about the problem? Do you know the answer or solution to the problem? What is it?

2) **WHERE: Scope of the problem: Boundaries: Where, Contexts?**

Where does the problem occur? Where does it not? Where does it begin, end, etc.? Has this problem ever been solved by others? Where has it been solved? Who is affected by this problem?

Who else is affected by it? Who is involved? Where does the problem begin? Where does it end?

3) **WHEN: Time Element. When?**

How long have you had this problem? When did it start? What originally initiated it? What is your time-frame for solving the problem? Does it come and go or is the problem constant?

4) **WHO: Ownership of the problem:**

Who is responsible for solving this? Whose problem is it? Is it your problem? Who can solve it? To what degree can you solve it? Who else is involved in the solution? To what extent?

**WHO ELSE? Political frames and dimensions: Interpersonal contexts?**

Who wants this solved the most? Is this a problem to anyone else? Who
does not want it solved? Are there any rules or policies about this? What expectations, demands, and permissions affect this problem?

**PROCESSES:**

5) **CAUSES: Specific Causes and Contributing Influences.**

What has caused or contributed to this? What triggers the problem? What else has contributed to it? How many factors influence this problem? What makes it worse? What makes it better? Are there ever occasions when you don’t experience it as a problem? How much of a problem is it?

How do you measure it? What is the source?

6) **SYMPTOMS: What are the Symptoms of the problem?**

What are the symptoms of this problem? How do the symptoms dominate focus and attention? What is the actual problem?

Are we solving the problem’s source or symptom?

7) **FRAMES: Meanings and Assumptions**

How do you interpret this problem? What does it mean to you? What else? What assumptions are you making about the problem? Is it a paradox? Is it a dichotomy? What are you assuming about the problem? What assumptions are required to define the problem in this way? What mental constraints are restraining your thinking?

8) **SO WHAT? Consequences clearly specified: Consequences?**

What will happen if the problem remains?

Who will it affect? How do you know? What will happen if the problem is solved?

9) **WHAT TRIED: Attempted Solutions explored**
How have you tried to solve this problem? What did you learn from that attempt? How did you adjust your response when it did not work? What else have you tried? What have you not tried?

10) WHY? Intentions

Why is this important? Why is this a problem? What are the possibilities? What solutions have you imagined or could you designed?

11) ECOLOGY:

Can the problem be solved? If it can be, what would a solution look like? Do you have the time to solve it? The money? The personnel? Is it an unrealistic expectation?

12) Evidence:

How will you know that you have a well-formed Problem? How will you know you have a problem that you can solve?

Source: Meta-Coach Training Manual (Michael Hall) & Unleashing Creativity Training Manual (Michael Hall)
How To Your Skills To The Next Level

Making Your Questions Work
Start any time after February 1st
6 weeks - 6 training modules
$297
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