

Relational Coaching Model

In the midst of chaos, change, or transition, coaching our team members needs to look different. The **Relational Coaching Model** provides a framework for calibrating support and challenge in our conversations.

When external forces are increasing the pressure of challenge (threats, deadlines, stress, etc.), the last thing we or our team members need is more challenge from within. Leaning into support allows team members to be heard, to voice frustrations, and to move forward collaboratively.



Our goal: to Liberate our team members by developing a culture of empowerment and opportunity. We want the best — for each team member and for our team.

The Model

The **Relational Coaching Model** is built on 4 questions which allow us to bridge the worlds of work and personal life. Our remote work environments are already bridging those worlds, so our leadership should embrace this reality.

Here are the four, progressive questions:

1. What is the one thing you think about most right now?
2. Tell me the 2 most negative outcomes you have experienced in this season.
3. Tell me the 2 best outcomes from this season.
4. What have you learned about yourself?

Where appropriate, the coach can offer their own insights to bridge the conversation and cultivate the relationship.

Next Step

When you wrap up the conversation, offer these 4 questions to the team member to use in their own circles of influence. Multiplying this throughout the team and organization can open communication channels and increase team engagement.