

# What will you do?

The final phase of a coaching conversation is to **turn a conversation into a commitment** - it's NOT about the coach pushing for what they want or think SHOULD happen, but supporting the coachee to translate their intention into successful action. If anyone thinks that coaching can be a bit 'wooly' or 'soft', then they haven't experienced coaching that dares to maintain focus on this phase of the conversation where authentic buy-in, blockers and self-sabotage tend to be surfaced and explored.

Some example questions that you may find useful:

- What are you going to do?
- When are you going to do it?
- Will this action meet your goal?
- What obstacles might you meet along the way?
- Who needs to know?
- What support do you need?
- How and when are you going to get that support?
- What other considerations do you have?
- **Rate on a 1-10 scale the degree of certainty you have that you will carry out the actions agreed\***
- What prevents it from being a 10?

\*The focus here is **strength of commitment to action** - it's what's in the coachee's control, not the likely success of their chosen way forward. John Whitmore's advice is 'if the coachee's rating is below 8, and they can't think of a way to improve the score, to cross it out as they are unlikely to complete it.'