

## The "Keys" (CEES®) Coaching Model

The CEES Coaching Model helps to *clarify, energise, encourage and stretch* those we are coaching. It also enhances our self-awareness about how we need to *flex* and *adapt,* in service of the coaching partnership, to achieve transformational change.



## **4. STRETCH –** coach for performance

- Clear & stretching goals
- fast feedback
- Right-size the challenge to level of skill



## 1. CLARIFY – create a container to hold deep work

- Clarify purpose
- Create the contract
- Hold the process



exploration and experimentation by creating the *core* conditions for growth

- Unconditional Positive Regard
- Growth Mindset
- Active Listening



- **2. ENERGISE** zoom in on a high-definition picture of success to *maximise* engagement
- Envision, articulate & Inspire
- Experiment & Innovate
- Celebrate successes



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