

The ADAPT Model Framework of Health Coaching

Guiding the Conversation Towards Growth and Change *The Flow of a Coaching Session*

ENGAGING AND OPENING THE CONVERSATION

A collaborative coaching relationship is built on a foundation of trust, respect, and rapport. During the engagement phase, we come alongside the client by asking respectful questions that allow us to understand and acknowledge their current perspective/situation without trying to change it. Engagement creates a working partnership so that we can later guide the client toward the changes they want to make. The skills used to foster engagement, including the MI OARS, will continue to be used throughout the conversation.

AGENDA SETTING/FOCUSING

A coaching conversation needs a strategic direction—a focus is necessary in order to guide the conversation effectively. Setting an agenda is a collaborative process that happens during each conversation, as the client's goals and needs can sometimes shift during the coaching process.

EVOKING

This element is about discovering, exploring, and inviting the client to a deeper investigation of themselves, their values, and their reasons for making a change. When we ask questions such as “*What’s important to you about making this change?*” or “*What do you see as the benefits of making this change?*” their answers will clarify and enhance their intrinsic motivation.

PAUSING BEFORE PLANNING

This is a brief check-in to “take a pulse” or test the waters to determine where the client wants to go from here. A question such as “*Where do you want to go from here?*” or “*What makes the most sense as next steps for you?*” helps us assess the client’s

readiness to plan. Sometimes there is still some ambivalence that needs to be resolved first, or they need additional information before they can shift over to action planning.

PLANNING/MOVEMENT/SUPPORT STRUCTURES

Assuming the client has indicated a willingness and interest to make a plan, the coach now guides the client to generate specific, workable action steps. The coach also invites the client to identify and put into place any support they would find helpful while taking these steps.

CLOSING THE SESSION

The ability to bring a conversation to an intentional close is an important coaching skill. Wrapping up a session might include asking the client to summarize their key takeaways and action steps. This is also a good time for the coach to positively acknowledge the client's strengths, efforts, and intentions, as well as schedule any future sessions.