

ADAPT 6-Week Weight Loss Group

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ADAPT Group Weight Loss Program

“Some of the most comforting words in the universe are ‘me too.’ That moment when you find out that your struggle is also someone else’s struggle, that you’re not alone, and that others have been down the same road.” — Anonymous

INTRODUCTION

Group coaching continues to report promising outcomes for assisting clients with achieving their health and wellness goals. Besides providing clients with effective coaching support and materials to support their goals, the group environment itself offers clients additional and often unexpected benefits. Some of the benefits of participating as a member in a coaching group include support, universality (“I’m not alone!”) and shared wisdom, altruism, instilling hope and inspiring motivation, interpersonal learning, authentic connections, accountability, and affordability.

For addressing weight loss, research supports group coaching as an effective approach for helping clients lose weight and sustain weight loss, at least in the short term. Group coaching offers weight loss clients an efficient method for gaining valuable awareness and insight, autonomy and self-efficacy, responsibility and accountability, and universality and support, which are particularly important for clients seeking to lose weight and maintain weight loss. Whereas educating and offering information can be a component of group coaching, ultimately, it is the universality, support, accountability, and overall synergy that groups offer that promote overall positive outcomes for clients.

“The best part about being with a group is that you don’t have to do everything alone.”
— Anonymous

GROUP FORMAT

The **ADAPT Group Weight Loss Program** offers coaches and clients a group coaching program designed to address weight loss from a Functional Health and ancestral lifestyle perspective using the ADAPT Model of Health Coaching, suggested resources and materials from the ADAPT course, and Chris Kresser’s website and blog. Whereas the program focuses on weight loss, the group coaching framework presented can be adapted to any group coaching program. For example, this group focuses on weight loss; however, you could easily adapt the group to any health or wellness topic or niche (e.g., Hashimoto’s, type 2 diabetes, men, older adults, veterans) simply by changing the goals of the group, session focus, resources, and specific coach preparation considerations. The group framework remains the same.

The group format consists of six 60-minute group sessions that can be scheduled weekly, bi-weekly, or monthly as maintenance or booster sessions, depending on client needs and coaches' preferred delivery style. Using a combination of education, coaching, and group processing, the group format is structured to address weight loss through the lens of the four pillars of Functional Health and ancestral lifestyle and the ADAPT Health Coaching Model.

The format provides a solid foundation from which to begin offering group coaching programming to your clients and can easily be adjusted and adapted to your group's preferences, goals, and specific issues addressed as you grow and evolve as an ADAPT health coach.

For example, as health coaches, you may be offering practitioner-referred groups that are made up of patients who are working directly with a practitioner and following prescribed recommendations and/or protocols. In this case, you may not need additional materials or resources, or you will collaborate with the practitioner regarding what resources and materials to provide the group members. Practitioner-referred groups will generally focus on coaching members' obstacles with implementing their practitioner's recommendations. Members will most likely come to the group consumed with a variety of thoughts such as "There's no way I'll be able to do this!" "How will I ever be able to do what my doctor wants?" and feelings such as ambivalence, doubt, guilt, shame, anger, resistance, fear, and anxiety.

However, you might also offer consumer-based weight loss groups with clients who are not working with a practitioner or following a recommended diet protocol. These clients may enroll in your group to learn or "be told" how to lose weight. Clients who enroll in consumer-based groups will often want to be instructed, informed, and taught how to lose weight once and for all. It is common for members of consumer-based groups to come to the group with feelings similar to those of members of practitioner-referred groups. They may feel tremendous frustration and doubt, and your group is their final stop before giving up. Thus, balancing offering information with coaching obstacles and mindset will be a key consideration to helping your clients use the power of the group process and their own inner strengths to move toward their vision and goals.

The handouts used in the ADAPT Health Coach Training Program, in addition to Chris Kresser's blogs, articles, and eBooks, are acceptable resources to offer your group members as you coach them toward becoming their own weight loss advocate and change agent from the inside out.

As an ADAPT health coach, you are well equipped to decide the best way to support your group members, coach them through the stages of change, and stay within your scope of practice using the ADAPT Model Framework of Health Coaching. We invite you to view this program as a beginning to evolving your group coaching practice. Every group you deliver will teach you priceless lessons that will inform your next group, and so on. This program is designed to get your clients and you started!

LOGISTICAL AND PRACTICAL CONSIDERATIONS

Intentional preparation and planning before delivering the first session will increase the effectiveness of the group, enhance group members' experience, and improve their potential results.

First, decide when you will offer the group. Give attention to days, times, and how to best meet client preferences. For example, depending on your client demographics, determine if you will need to offer the group in the evenings, at the lunch hour, or on weekends. You may also want to consider holidays, school schedules, and common vacation times of the year.

Next, consider where you will host your group. Coaching groups can be offered in person or virtually. When planned thoughtfully and intentionally, both can be highly effective for client outcomes. We invite you to experiment with offering both in-person and online groups so that you can experience the unique energy of both approaches.

Delivering online groups is a convenient approach to offering group coaching. Members can attend from the comfort of their home or office spaces, or even their cars. However, virtual groups also come with unique considerations that are different from in-person groups, such as technology, engaging members virtually, and creating a cohesive, connected online community.

Whereas online coaching groups offer flexibility and accessibility, they also require careful planning and preparation to enhance members' experience and movement toward their goals. Because one of the main benefits of group work is support, give thoughtful consideration to how you will cultivate a supportive online group culture and community. In addition, consider the technology you will use to deliver the online group and how you will orient members to the technology and its use. For example, you may want to host a pre-group "How to Get the Most out of Your Weight Loss Group" session to teach members how to make the best use of the technology during the group sessions (e.g., chat features, breakout rooms).

In-person groups continue to serve clients efficiently and effectively. One of the notable benefits of in-person groups is the intimacy and energy that can be created when a coach and group members connect through eye-to-eye validation and even physical human touch (e.g., hugs, handshakes, high fives) in close proximity.

Nonetheless, ensure that the meeting spaces you choose are located in convenient, confidential, comfortable locations that support members' access and participation. To ensure confidentiality, consider purchasing a white-noise machine that you can set outside the door to reduce the chance that outsiders can hear the group's discussions. Other considerations might include building access, parking, and safety precautions.

SCREENING, SELECTING, AND ORIENTING MEMBERS

Screening and member selection is an ethical best practice that helps ensure that your group serves its members well, sets them up for success, and reduces the risk of harm. Careful member screening and thoughtful member selection can increase the overall effectiveness and benefits of your group and enhance member learning, awareness, support, momentum, and outcomes.

An initial step in the screening and selection process is to determine the number of members you will invite into the group experience. When offering adult groups, best practices recommend six to 12 adult members. However, it is possible to create active, cohesive engagement with larger groups. The success of larger groups depends on the members and how you engage and facilitate the process.

Member screening determines whether members are appropriate for group work and for the group you are delivering. Not all clients are suitable for group work, nor do some clients want to participate in a group program. You want members who are committed to showing up and willing to work toward their goals alongside other members in a group format, are a fit for the program, and are able to benefit from the program.

Ultimately, build your group with members whose needs and goals are compatible with the goals of the group. Screening can be accomplished using an application, in-person interviews, or phone or video calls. Your client intake assessment or questionnaire can also include screening questions to determine fit and appropriateness for the group. In many cases, the initial assessments or questionnaires that you use with your individual coaching clients can be easily updated to serve your group coaching clients.

Once you have selected your group members, you will want to orient and prepare them for the group experience and what they can expect. Orienting group members often

involves providing the logistics of the group, general demographics (e.g., middle-aged women who want to lose about 20 pounds), what to bring with them or leave behind, the group format, topics to be covered, attendance and participation expectations, how they can get the most out of the group (e.g., completing the Pre-Group/Post-Group Forms), your role as the coach, and other considerations you believe will set your members up for success, such as pre-group visioning. Remember, you are always building rapport, and that process begins before the group starts.

Facilitating informed consent is also part of orienting and preparing members. Informed consent may include: a professional disclosure statement that includes information on confidentiality and limits to confidentiality; information on the nature, purpose(s), and goals of the group; the role and responsibility of group members and coach; your coaching philosophy; qualifications to conduct this specific type of group, relevant certifications/licenses, and professional affiliations; procedures for consultation between coach and group members in between or outside of scheduled group sessions; fees and time parameters, which might include refund policies or early termination; and potential outcomes or impacts from participating in the group.

Whereas this step in the planning and preparation of your group may seem tedious and time consuming, it reflects your professional responsibility to provide your clients with a quality group experience.

ETHICAL CONSIDERATIONS

Throughout the preparing, planning, and delivery of your coaching group, please refer to the following scope of practice, codes, and guides to inform your decisions and processes.

[Health Coach Scope of Practice, Code of Ethics, and Confidentiality Guidebook](#)
[NBHWC Code of Ethics](#)

COACH PREPARATION

When planning and preparing to deliver your group, your preparation is an essential consideration. Please give ample time and attention to ensuring that you are as prepared as possible for delivering the group program and coaching your clients toward their vision and goals.

ADAPT Model Framework of Health Coaching

Review the [ADAPT Model Framework of Health Coaching](#) and begin envisioning and planning for how you will apply it to facilitating the group coaching process.

How to Lead a Group

Review Julian Redwood's guide, [How to Lead a Group](#).

Client Resources

Organize and prepare copies of materials for members, which may include group agendas and how they can access online articles. You might create a bound copy of the materials or simply provide copies of the handouts and links to Chris's articles. You know your clients best; therefore, part of planning is organizing handouts and resources to help educate and inform them.

Questions to ask yourself:

- Do I want to provide clients with session agendas?
- What ADAPT handouts might be helpful to offer clients (e.g., 6 Strategies for Successful Weight Loss)?
- Might clients find Chris's articles or eBooks useful (e.g., Weight Loss Archives, Perfect Health Series)?
- Would any of Chris's eBooks be useful resources (e.g., Effortless Paleo Weight Loss)?

Psychological Safety is an essential component to integrate into your rapport-building process with your members and the group as a whole. Originally defined by Amy Edmundson, psychological safety is the *"shared belief that the group is safe for interpersonal risk-taking."* Groups that support and honor psychological safety embrace and acknowledge the reality of errors and mistakes, or fallibility, uncertainty, and the importance of interdependence or hearing all voices.

Cultivating psychological safety is an ongoing process facilitated by your modeling as a coach. You can promote psychological safety by:

- Conducting weekly check-ins and check-outs
- Acknowledging all contributions and voices
- Treating all members equally with reverence
- Practicing and evolving emotional regulation

- Fostering risk-taking, experimenting, accountability, and failing
- Modeling curiosity, humility, and courage
- Celebrating strengths and wins
- Continually building rapport

Tuckman's Stages of Group Development

Tuckman's Stages of Group Development can help coaches understand common stages that all groups experience, including norms and dynamics and member roles and behaviors. The model is intended to inform when and how coaches can respond most effectively to members' actions and group events in order to create the most beneficial group experience for clients.

Common Group Member Issues (e.g., frustration, anger, resentment, guilt, shame, mistrust, fear of failing/succeeding, lack of confidence, comparison, self-sabotaging, self-loathing and hating their bodies, lack of self-worth, putting themselves last, not being enough): Weight and weight loss can trigger a variety of thoughts and feelings depending on each member's weight story, all of which members will bring with them to the group.

Often, by the time members reach your weight loss group, they have invested hundreds, maybe even thousands of dollars in weight loss strategies and diets, lost and gained weight multiple times, and doubt that they can ever lose weight and maintain it. They do not trust you, the group, themselves, or their bodies. Yet, they have enrolled in the group, which means that deep within them lives a glimmer of hope. This is where your ADAPT coaching skills will be most beneficial.

Nonetheless, group members will often sabotage their success because they do not believe that they can be successful, so why try? In other words, buried within members' unconscious are thoughts such as, "If I sabotage myself and fail ahead of time, I can prove that nothing works." Again, this is where your ADAPT coaching expertise will shine.

Therefore, whereas weight loss is the focus of the group, often it is the common member issues that clients bring to the group experience that you will coach most and what will ultimately influence members' weight loss goals in the group and beyond. In other words, it is challenging to lose weight when we feel angry or resentful, hate our body, blame, make excuses, resist making ourselves a priority, and try to white-knuckle change.

SIX-WEEK GROUP OUTLINE

The following six-week group format is a “beginning” designed with flexibility and adaptability in mind. The format is intended to provide ADAPT health coaches with a group coaching foundation that can be adapted to a variety of group topics and focus depending on your setting, your clients, and your group leadership style.

Specifically, the group session format—Opening, Working, and Closing—provides a structure to assist coaches with managing time and delivery. The size of your group and how engaged they are will inform how you manage the session format. You might frame your sessions around 10 to 15 minutes for Opening, 30 to 40 minutes for Working, and 10 to 15 minutes for Closing, keeping in mind that the initial and closing sessions might be longer to accommodate visioning and closing activities.

Again, decide on the type of group you are delivering: practitioner-referred or consumer-based. Then, allow the type of group you are delivering to inform and guide how you will offer information, materials, and resources to your group members while staying within your scope of practice. No matter which type of group you are running, it will ultimately be the power of the group process and your excellent coaching that will inspire and influence clients’ outcomes most. So, trust the process and enjoy the journey.

“Where is the best place to be? Wherever we are, together.”

— J. R. Rim

Session 1: Beginnings/Visioning

You may want to schedule a longer initial group meeting in order to devote time to onboarding members, reviewing the format, going over the ground rules, discussing wellness visioning, etc. Save time by sharing handouts and materials during the orientation meeting with your clients or before the group begins. You might also consider inviting members to begin the visioning process before the initial session. Completing these tasks before the initial group session can help you maximize your time together.

Important: Even though you did your best to prepare your clients for the group experience during the orientation meeting, it is common for group members to come to the initial group meeting feeling anxious, worried, doubtful, even suspicious, and unsure of what to expect. They may also feel a combination of excitement and fear as they anticipate meeting the other members, the group experience itself, and the

changes they are pursuing. Thus, building rapport and psychological safety are super important during the initial group meeting.

Opening

- Introductions
- Check-In Activity (*See resources*)

Working

- Discuss Ground Rules/Confidentiality/Cultivating Psychological Safety
- Engaging and Opening the Conversation (*Building a collaborative relationship on a foundation of trust and connection. Considering that this is the first group session, how will you begin engaging members immediately and transition into wellness visions?*)
- Wellness Vision (*Invite members to share their vision, a long-term goal, and one to two short-term goals they would like to achieve during the six-week group experience.*)
- Focusing (*Facilitating a strategic direction with the group. You might pose a question that focuses the group toward a specific topic, such as their wellness vision/goals, a relevant topic, or the topic of the group session. Experiment with focusing the conversation while supporting group member autonomy.*)
- Evoking (*Facilitating the group with discovering and exploring themselves deeper.*)
- Pausing before Planning (*Checking in to determine where the group wants to go from here.*)
- Planning/Movement/Support Structures (*Facilitating members in determining workable next steps and support.*)

Closing

- Close the Session (*e.g., summarize, thank members for their contributions and courage*)
- Check-Out (*Optional—e.g., what are members leaving with, closing questions*)

*Optional Resources: **Six Strategies for Successful Weight Loss, Behavior Change Basics, Mental Loopholes, Habit Formation and Reversal** (These are suggestions only. The resources that you offer will depend on the specific needs and goals of your group members. For example, if all the members have a diagnosis of type 2 diabetes, you might offer resources from Chris's website that focus specifically on type 2 diabetes.)*

Session 2: Food/Eating

Group members may return this week with lots of questions and/or experiences to share. Members may also share a variety of thoughts and feelings depending on their experiences since the first session. It can be easy to get off track and caught up in members' stories and input. Following a consistent group format such as the one provided will help you keep the group on track and increase your confidence as a

coach. Whereas you are welcome to adjust the format to your style, group member needs, and group goals, we encourage you to create a weekly group structure that reflects the ADAPT framework in order to best support members' experiences and goals.

Opening

- Review Ground Rules/Confidentiality/Cultivating Psychological Safety
- Check-In/Celebrate WINS

Working

- Engage/Open the Conversation
- Focusing
- Evoking
- Pausing before Planning
- Planning/Movement/Support Structures

Closing

- *Close the Session*
- *Check-Out (Optional)*

Optional Resources: [Effortless Paleo Weight Loss](#) (Again, if your group members have specific diagnoses and are following practitioner recommendations, then you might decide to share specific ADAPT handouts—e.g., [Why a Ketogenic Diet?](#) or [Meal Prep: Your Best Tool for Healthy Eating](#). Likewise, if all of your group members are doing a Paleo reset, choose handouts to support them such as the [Guide to Meal Planning](#) or [Kitchen Cleanout Cheatsheet](#).)

Session 3: Movement

As the group approaches the halfway point, it is important to begin reminding members of the number of sessions remaining and that there is plenty of time for them to make meaningful steps toward their short-term goals. Reminding the group members of the session number and how many sessions remain can motivate members to keep working on their goals while preparing them for the group to end.

Opening

- Review Ground Rules/Confidentiality/Cultivating Psychological Safety
- Check-In/Celebrate WINS

Working

- Engage/Open the Conversation

- Focusing
- Evoking
- Pausing before Planning
- Planning/Movement/Support Structures

Closing

- *Close the Session*
- *Check-Out (Optional)*

Optional handout: **SWAP Your Way to Health** (*Or specific handouts to meet the needs of the clients and goals of the group.*)

Session 4: Sleep

Depending on where the group is in its development and how members are progressing toward their goals, midway through the group experience emotions can run high. It is common for members to express frustration because they are not making adequate progress toward their goals. Likewise, some members may be making progress and yet feel anxious about not having the group to support them once it ends. Either way, midway through the group can stir a diversity of common member issues to coach.

Opening

- *Review Ground Rules/Confidentiality/Cultivating Psychological Safety*
- *Check-In/Celebrate WINS*

Working

- Engage/Open the Conversation
- Focusing
- Evoking
- Pausing before Planning
- Planning/Movement/Support Structures

Closing

- Close the Session
- Check-Out (*Optional*)

Optional handout: **How to Sleep Like a Pro**

Session 5: Relaxation/Stress Management

As the group enters its final sessions, continue to encourage members to stay committed and invested in their vision and goals. At this stage in the group's development, cohesion and connections are generally strong, members are sharing openly, and the group environment has evolved to support vulnerability and authenticity. Members may begin to share a variety of thoughts and feelings about the group ending and what lies ahead for them.

Opening

- *Review Ground Rules/Confidentiality/Cultivating Psychological Safety*
- *Check-In/Celebrate WINS*

Working

- *Engage/Open the Conversation*
- *Focusing*
- *Evoking*
- *Pausing before Planning*
- *Planning/Movement/Support Structures*

Closing

- *Close the Session (Remind members that next week is the final group session. Invite members to reflect on what they will need from themselves and the group to bring closure to the group coaching experience.)*
- *Check-Out (Optional)*

Optional handouts: [How to Manage Your Stress](#), [Mindful Living Practice Plan](#), [9 Tips for Starting Your Meditation Practice](#), [Meditation and Mindfulness Resources and Links](#)

Session 6: Endings/Visioning Next Steps

As important as beginnings are in group work, endings are equally important. Because your group members will bring a diversity of perspectives and experiences with saying “good-bye,” giving thoughtful attention to how you close your final group session is important.

To ensure time to guide members through the closure process, you may want to schedule a longer closure session, similar to the initial visioning session, to ensure that all elements of the final session are covered and clients leave the experience as

“complete” as possible. Most important is to avoid rushing the final group session and having members leave feeling hurried and incomplete.

Opening

- *Review Ground Rules/Confidentiality/Cultivating Psychological Safety*
- *Check-In/Celebrate WINS*

Working

- *Engage/Open the Conversation (Revisit Wellness Vision and Long-Term and Short-Term Goals.)*
- *Focusing*
- *Evoking*
- *Pausing before Planning*
- *Planning/Movement/Support Structures*

Closing

- *Close the Session (See Final Group Questions.)*
- *Check-Out (Optional)*

CLIENT ASSESSMENT AND GROUP EVALUATION

Inviting members to conduct periodic self-assessments of their vision and goals can help keep members on track and moving forward. The intent is to create an ongoing self-assessment process for members to strengthen or adjust their vision and goals. For example, as members gain awareness and insight, it is common for their vision and goals to shift, and even change. Therefore, giving members the opportunity to check in with their vision and goals regularly increases the potential for positive outcomes. In addition, consistent, ongoing self-assessment and accountability processes can add an extra layer of support to help members stay on track and make the best use of the weekly group coaching sessions. (See Sample [Pre-Group/Post-Group Forms](#).)

One important consideration when running groups involves evaluating effectiveness and outcomes. Generally, formative and summative information is gathered to inform decisions, improvement, and inspiring additional or alternative ways to serve clients better.

Formative evaluation gathers ongoing feedback as the group evolves to improve and refine the group in order to improve outcomes. This is best accomplished at the closing of a particular group session as you might do in an individual coaching session.

Summative evaluation determines whether the group has met its goals and implications moving forward. Coaches are also encouraged to consider evaluating whether the group was implemented and conducted as planned.

Generally, the evaluation process involves inviting members to complete an evaluation of the group experience and measure member outcome goals. How you manage the final evaluations will depend on the setting in which you are delivering the group program. Likewise, use the evaluation process as an opportunity for your own growth and development as a coach. Make it a regular practice to self-evaluate your group facilitation and coaching skills and how you planned, prepared, and delivered the group. In most cases, we are fully aware of our strengths, what works, and what we could evolve and revise.

You might also ask members for a testimonial. Participants are often open to sharing their experiences to help promote the group to future members. Make the evaluation and testimonial process simple and easy for members to complete by inviting them to complete the group evaluations and provide a testimonial at the end of the last session. (See Sample [Group Coaching Evaluation Form](#).)

FOLLOW-UP CONSIDERATIONS

You have planned, prepared, and delivered your group. Now what? It is common for members to leave their first group experience with enough of a crack in their awareness and insight to let some light in. In other words, for some members, the group experience is the beginning of their change process. Therefore, consider what next steps you will offer clients in terms of programming and services. How will you support them as they build momentum?

Based on the evaluation information you receive and what members need, you might consider another group that is similar in content and focus. In this case, review the feedback and evaluations to see what members need more of or less of as you begin planning and preparation. Based on the awareness and insight that members gain, some may decide that working one on one with you would serve them better. Still, other members may need assistance with referrals to other professionals or services.

COACH RESOURCES

Establishing Group Guidelines

Common group guidelines for establishing safety and a productive group environment for all members:

- *Arrive on time*
- *Attend*
 - *To receive the most value from the group coaching experience, please do your best to attend each session.*

- *If you must miss a group session, please let the group and me know beforehand if you will miss or be late.*
- Confidentiality
 - *Everything shared in the group stays in the group.*
 - *You are welcome to talk about what **you** are learning and discovering about **you** in the group; however, please do not share names of group members or talk about them outside of the group.*
 - *Limits of confidentiality for the coach include when someone is going to be harmed (*self or other*) or as required by a court of law.*
- Be respectful of others
 - *One person talks at a time; try to avoid interrupting.*
 - *It is okay to disagree and for others to express different thoughts, beliefs, and feelings.*
 - *Share reactions using “I” statements.*
- Take risks
 - *Participate.*
 - *Share your thoughts, beliefs, and feelings.*
 - *Try new behaviors in the group and outside of the group.*

The poem titled “*Remember*” is a useful first-session exercise from which to establish group rules and the importance of group members listening to each other, not giving advice, and helping members to find their answers and their own solutions.

Remember . . .

We are here to listen ... not to work miracles.

We are here to help people discover what they are feeling ... not to make feelings go away.

We are here to help a person identify their options ... not to decide for them what they should do.

We are here to discuss steps with a person ... not to take the steps for them.

We are here to help a person discover their own strength ... not to rescue them and leave them still vulnerable.

We are here to help a person discover they can help themselves ... not to take responsibility for them.

We are here to help people learn to choose ... not to make it unnecessary for them to make difficult choices.

We are here to provide support for change!!!

—Anonymous

Check-Ins



In your efforts to continually build rapport, cultivate psychological safety, and connect members, check-ins model that you care about what members bring with them to the group space and want to hear from them. When facilitating “check-ins,” be mindful of time in order to keep the session on track (e.g., around five to 10 minutes). The following questions/prompts are engaging ways to begin your group sessions:

- *What is something you came across recently that gave you hope or inspiration?*
 - *What’s one thing that brings you energy and joy?*
 - *What is your personal weather status (cloudy, foggy, partly sunny, stormy, etc.)?*
 - *What’s one thing that you’re really proud of that you’d like to share with the group?*
 - *How does your heart feel right now?*
 - *What’s in the trunk of your car?*
 - *Name one skill you have that no one in this group knows about.*
 - *Finish the sentence: When I was little, I thought I wanted to be ...*
 - *What is one thing that you would like to accomplish before your next birthday?*
 - *What is the biggest challenge you face in the first 10 minutes of your day?*
 - *What is the most interesting thing that happened to you last week?*
 - *If you could relive one event, what would it be?*
 - *If you could interview someone for half an hour, who would it be?*
 - *What one quality would you most like to see people exhibit?*
-
- *Using only facial expressions and body language, show how you feel now.*
 - *If you were going on vacation today, where would you go and why?*
 - *What animal do you feel like today?*
 - *Name a movie, book, or song that describes how you feel today.*
 - *What’s your favorite way to relax or de-stress?*
 - *What was/is your favorite cartoon character?*

Goal Visualization

Visualizing goals can help facilitate goal-directed actions in group members by:

- Enhancing members’ perspectives of success;
- Increasing members’ commitment and motivation; and
- Getting members started with the goal-setting process.

Essentially, goal visualization is mental imagery of a goal we desire or the process of working toward it, even achieving it. Guiding members through the activity involves a script that leads the group members through visualizing the goal. The script might read something like:

“I invite you to close your eyes, or lower your gaze, and take a few slow, full breaths. Begin to think about a goal that you want to accomplish in the next year of your life. This might be a relationship goal, a health goal, a personal goal, or a career-related goal. Take a moment to bring

the goal into focus in your mind and really see it. Spend a few breaths feeling into the goal and the steps to achieving it.”

After about 60 seconds of visualizing, invite members to share their visualizations or write about them in a journal.

Final Group Session Questions

- *What have you achieved by participating in the group?*
- *How are you different?/What are you doing differently as a result of being in the group?*
- *What were your biggest insights from our time together?*
- *What were your most meaningful results?*
- *What habits are you going to take away with you?*
- *What limiting beliefs or negative thoughts have you let go of?*
- *What positive beliefs or thoughts do you have now?*
- *What are your top three goals and dreams in your life right now?*
- *What’s your biggest dream for the next 12 months?*
- *What are your top five priorities as of today?*
- *What’s the very first, small step you are going to take?*
- *If you were to call me in a year, what would you tell me about your health and well-being and your weight loss?*
- *What’s one piece of advice that you would give yourself as you move forward?*

Closure Metaphors

Metaphors are a powerful tool for coaches and can be highly meaningful for clients. You can invite clients to create their own personal metaphors through drawings, photos, mantras, poems, or phrases that reflect insight/awareness gained and provide inspiration and momentum moving forward.

Closure Appreciations

Expressing and sharing final appreciations can be one of the major benefits of team and group coaching processes. Leave time for group members to share appreciations with each other. A small token may help to lock in the learning, or a written piece of paper with comments from peers may solidify the coaching process and be a valuable takeaway for each group member.