

ADAPT Model of Group Coaching

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

Increasingly, group health coaching reports promising healing outcomes for clients seeking to address their health and wellness issues. Besides providing clients with effective health coaching support, resources, and accountability, the group environment offers clients additional, and often unexpected, benefits.

Some of the benefits of participating in a group health coaching program include:

- Soaking up the support of a caring, compassionate community
- Universality (“I’m not alone!”) and shared wisdom, altruism, hope, motivation, and accountability for a vision of health
- Interpersonal awareness and insight
- Authentic connections
- Affordability

Group health coaching can also serve as an efficient, effective method for helping clients empower and transform their relationships with themselves and their bodies, lifestyles, and environments to cultivate more collaborative, compassionate partnerships in the best interest of their overall health and wellness.

Whereas educating and offering information can be a component of group health coaching, ultimately, it is the heart-filled universality, compassionate support, inspiring accountability, and overall empowering synergy that health coaching groups offer that promote overall positive and sustainable 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 Model for Group Coaching offers health coaches and clients a group coaching model designed to address health and wellness concerns from a Functional Health and Ancestral Lifestyle perspective, in addition to suggested resources and materials from the ADAPT course and Chris Kresser's website and blog.

Whereas each group you offer will address a specific niche and client issue, ADAPT health coaching groups, at the very least, rest on the pillars of Functional Health: nutrition, sleep, relaxation, and movement.

The ADAPT Model for Group Coaching can be adapted to any health coaching group by changing the group's goals, session topics, resources, and specific coach preparation considerations. The model for group coaching remains the same.

The format consists of six 90-minute group sessions that can be scheduled weekly, biweekly, or monthly as maintenance or booster sessions, depending on client needs and coaches' preferred delivery style. Using a combination of education, health coaching, and group processing, the ADAPT Model for Group Coaching is designed to address the specific topic of the group through the pillars of Functional Health and Ancestral Lifestyle and the ADAPT Health Coaching Model.

The model provides a solid foundation to begin offering health coaching groups 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 offer practitioner-referred groups that are made up of patients who are working directly with a practitioner and following prescribed recommendations and 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 for the group members.

Practitioner-referred groups generally help members implement their practitioner's recommendations and deal with obstacles that arise in the process. Members will most likely come to the group with a variety of thoughts such as, "I'm too busy!" or "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.

You might also offer consumer-based groups with clients who are not working with a practitioner or following recommendations. These clients may enroll in your group to learn or "be told" what to do and how to address their health issues. Clients who enroll in consumer-based groups often want to be instructed, informed, and taught how to fix their health and wellness issues.

It is common for members of consumer-based groups to arrive with feelings similar to members of practitioner-referred groups. They may feel frustration and doubt, fear and worry, loss of hope, guilt, and shame. Your group could be their final stop before giving up. Thus, balancing offering information and resources with coaching obstacles, apprehensions, and resistance will be an essential consideration in helping your clients use the power of the group process and their own inner wisdom and unique personal strengths to move toward their goals and wellness vision.

The handouts used in the ADAPT Health Coach Training Program, in addition to Chris Kresser's blogs, articles, and eBooks, are evidence-based resources to offer your group members as you coach them toward becoming their own health and wellness advocates and change agents from the inside out.

As an ADAPT Functional 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 each group you offer as a continuation of evolving your group health coaching practice. Every group you deliver will offer priceless lessons informing your following and future groups. 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, during the lunch hour, or on weekends. You may also want to consider holidays, sacred and religious holy days, school schedules, and typical 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 providing 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 homes or office spaces, or even their cars. However, virtual groups also come with unique considerations different from in-person groups, such as using technology, engaging members virtually, and creating a cohesive, connected online community.

Whereas online coaching groups offer flexibility and accessibility, they 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, consider 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 the Group" session to teach members how to make the best use of the technology during the group sessions (e.g., chat features and 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 created when a health coach and group members connect through eye-to-eye validation and even physical human touch (e.g., hugs, handshakes, high-fives).

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 are ethical best practices that help ensure 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 determining the number of members you will invite into the group experience. When offering adult groups, best practices recommend six to 12 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 want to participate in a group program. Members committed to showing up and willing to work toward their goals alongside others in a group format are a fit for the program and can benefit from the group experience.

Ultimately, build your group with members whose needs and goals are compatible with the topic and 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 you use with your individual coaching clients can be easily updated to serve your group coaching clients.

Once you have selected your group members, envision how you want to orient and prepare them for the group experience and what they can expect. Orienting group members often involves completing agreements, contracts, assessments, questionnaires, and surveys. Share the benefits of completing the materials and using them to support their vision and goals, and encourage members to complete these materials before the first group session.

Likewise, provide clients with:

- Practical and logistical information
- General demographics (e.g., busy moms managing Lyme disease)
- 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., goal sheets, logs, pre-group/post-group forms)
- Your role as the health coach
- Other considerations you believe will set your members up for success, such as pre-group visioning

Remember, you are always building rapport, which 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 the group members and health coach

- Your health coaching philosophy
- Qualifications to conduct this specific type of group, relevant certifications/licenses, and professional affiliations
- Procedures for consultation between the health coach and group members in between or outside of scheduled group sessions
- Fees and time parameters, which might include refund policies or early termination
- Potential outcomes or impacts from participating in the group

Although screening, selecting, and preparing members may feel tedious and time-consuming, it reflects your professional responsibility to provide your clients with a quality group experience.

Ethical Considerations

Throughout the preparation, 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](#)
- [National Board for Health & Wellness Coaching Code of Ethics](#)

Health Coach Preparation

When planning and preparing to deliver your group, careful and thoughtful preparation is crucial. Please give ample time and attention to ensuring you are as prepared as possible to deliver the group program and coach your clients toward their vision and goals.

ADAPT Model for Group 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 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 or homework?
- What ADAPT handouts might be helpful to offer clients?
- Which of Chris's articles, podcasts, or eBooks could be helpful?

Psychological Safety

Psychological safety is an essential component to integrate into your rapport-building process with your members and the group as a whole. Defined initially by Amy Edmondson, 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, 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 model of group development can help health coaches understand typical 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 to create the most beneficial group experience for clients.

Common Group Member Issues

Issues for group members include frustration, anger, resentment, guilt, shame, mistrust, fear of failing/succeeding, lack of confidence, comparison, self-sabotaging, hopelessness, putting themselves last, not being enough, and feeling unworthy. The specific health or wellness issue can trigger various thoughts and feelings depending on each member's story, all of which members will bring with them to the group.

Often, by the time members reach your group, they have invested hundreds, maybe even thousands, of dollars in doctor visits and testing, interventions and strategies, and fad or quick-fix programs, and they feel doubtful that they can ever live and feel normal again. 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 health coaching skills will be most beneficial.

Nonetheless, group members will often sabotage their success because they do not believe they can be successful, so why try? In other words, buried within members' subconscious 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, no matter the topic and goals of the group, it is generally the universal member issues that clients bring to the group experience that you will coach most and that will ultimately influence members' ability to achieve their goals in the group and long-term vision beyond. In other words, it is challenging to heal and recover when we feel angry or resentful, blame, make excuses, resist making ourselves a priority, and try to white-knuckle change.

SIX-WEEK GROUP OUTLINE

The six-week group model is a “beginning” designed with flexibility and adaptability in mind. The model is intended to provide ADAPT health coaches with a group coaching foundation and structure that can be adapted to various group topics and goals depending on your setting, your clients, and your health coaching style.

Specifically, the group session model—Opening, Working, and Closing—provides a structure to assist health coaches with managing time and delivery. The size of your group and how engaged the group members are will inform how you manage the session format. When envisioning the 90 minutes, you might plan on 15 to 20 minutes for Opening, 30 to 45 minutes for Working, and 15 to 20 minutes for Closing. Ninety minutes may seem like a lot of time, yet you will be surprised how fast it goes! Nonetheless, adjust as needed for your group and members’ needs and preferences.

No matter which type of group you implement, it will ultimately be the power of the group process and your excellent coaching that will inspire and influence clients’ outcomes the 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: Beginning/Visioning/Goal Setting

Devote the first session to:

- Building rapport
- Onboarding members and getting them connected
- Reviewing the format
- Going over the ground rules
- Discussing wellness visioning

Save time by sharing handouts and materials during the orientation meeting with your clients or before the group begins. You might consider inviting members to start the visioning process

before the initial session. Completing these tasks before the initial group session can help 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, or even suspicious, and unsure of what to expect.

They may also feel excitement and fear as they anticipate meeting the other members, the group experience, and the changes they are pursuing. Thus, building rapport and psychological safety are super important during the initial group meeting.

Opening

1. Welcoming/Introductions
 - Invite members to introduce themselves and briefly state what brought them to the group and what they hope to get out of the program.
 - Leader introduction and health coach scope of practice.
2. Check-In Activity (See Resources)

Working

1. Discuss Ground Rules/Confidentiality/Psychological Safety.
2. Engage and Open the Conversation. (Build a collaborative relationship on a foundation of trust and connection. You might begin with briefly discussing the topic before transitioning into insights gained and wellness visioning.)
 - Insights Gained from the Pre-Group Materials (optional)
3. Wellness Visioning (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.)
4. Focus (Facilitate a strategic direction based on the session topic. You might pose a question that focuses the group on behavior and habit change or educate them on how lifestyle changes can support their wellness vision and goals. This is an intentional difference from the ADAPT Model Framework of Health Coaching and essential for structuring a successful health coaching group experience.)

5. Evoke (Facilitate deeper exploration and discovering. You might pose questions regarding their vision and goals or invite members to share thoughts or feelings associated with their vision and goals.)
6. Pause before Planning (Check in, summarize.)
7. Plan/Next Steps/Obstacles/Support Needed (Facilitate accessible next steps, obstacles, and support needed.)

Optional Resources: (These will depend on the topic of the group)

Behavior Change Basics, Mental Loopholes, Habit Formation and Reversal

Closing

1. Close the Session (Bring the conversation to an intentional close. You might summarize themes or ask for insights or takeaways, thank members for their contributions, and celebrate their courage)
2. Check-Out (Optional: See Coach Resources)

Session 2: [Topic]

Group members may return this week with many questions and/or experiences to share. Members may also share various thoughts and feelings depending on their experiences since the first session. It can be easy to get off track and get caught up in members' stories and input. Following a consistent group format like the one provided will help keep the group on track and increase your confidence as a coach. Whereas you are welcome to adjust the structure to your style, group member needs, and group goals, we encourage you to create a weekly group structure that supports members' experiences, goals, and outcomes best.

Opening

1. Review Ground Rules/Confidentiality/Cultivate Psychological Safety
2. Check-In Activity/Celebrate WINS

Working

1. Briefly Discuss Topic
 - Optional Topic Resources/Handouts
2. Engage/Open Conversation
 - Insights Gained from Homework, Logs, Goal Sheets, etc. (optional)
3. Focus (Remember, this is coach led and facilitated.)
4. Evoke
5. Pause before Planning
6. Plan/Next Steps/Obstacles/Support Needed

Closing

1. Close the Session
2. Check-Out

Session 3: [Topic]

As the group approaches the halfway point, it is essential to begin reminding members of the number of sessions remaining and that there is plenty of time 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

1. Review Ground Rules/Confidentiality/Psychological Safety
2. Check-In/Observations/Celebrate WINS

Working

1. Briefly Discuss Topic
 - Optional Topic Resources/Handouts
2. Engage/Open Conversation

- Insights Gained from Homework, Logs, Goal Sheets, etc. (optional)
- 3. Focus
- 4. Evoke
- 5. Pause before Planning
- 6. Plan/Next Steps/Obstacles/Support Needed

Closing

1. Close the Session
2. Check-Out

Session 4: [Topic]

Depending on where the group is in its development and how members are progressing toward their goals, emotions can run high midway through the group experience. 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, the halfway point can stir a diversity of common member issues to observe, bring to the group's awareness, and coach. It's essential not to avoid what we're sensing, observing, and hearing in our groups.

Opening

1. Review Ground Rules/Confidentiality/Psychological Safety
2. Check-In/Celebrate WINS

Working

1. Briefly Discuss Topic
 - Optional Topic Resources/Handouts
2. Engage/Open Conversation
 - Insights Gained from Homework, Logs, Goal Sheets, etc. (optional)
3. Focus

4. Evoke
5. Pause before Planning
6. Plan/Next Steps/Obstacles/Support Needed

Closing

1. Close the Session
2. Check-Out

Session 5: [Topic]

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

Opening

1. Review Ground Rules/Confidentiality/Psychological Safety
2. Check-In/Celebrate WINS

Working

1. Briefly Discuss Topic
 - Optional Topic Resources/Handouts
2. Engage/Open Conversation
 - Insights Gained from Homework, Logs, Goal Sheets, etc. (optional)
3. Focus
4. Evoke
5. Pause before Planning
6. Plan/Next Steps/Obstacles/Support Needed

Closing

1. 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 health coaching experience.
2. Check-Out

Session 6: Endings/Visioning/Next Steps

As important as beginnings are in group work, endings are equally important. Because your group members will bring diverse perspectives and experiences with saying “goodbye,” giving thoughtful attention to how you close your final group session is essential.

To ensure time to guide members through the closure process, you may want to schedule a longer final 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 last group session and having members leave feeling hurried and incomplete. Again, careful, thoughtful planning is vital.

Opening

1. Review Ground Rules/Confidentiality/Cultivate Psychological Safety
2. Check-In/Celebrate WINS

Working

1. Revisit Wellness Vision and Long-Term and Short-Term Goals
 - Optional Final Resources/Handouts
2. Engage/Open Conversation
 - Overall Insights/Awareness Gained
3. Focus
4. Evoke
5. Pause before Planning

6. Plan/Next Steps/Obstacles/Support Needed

Closing

1. Close the Session
2. Check-Out
3. Share Follow-up Services, Next Group, etc.

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, allowing members 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 health coaching sessions. (See [Sample Pre-Group](#) and [Sample Post-Group](#) forms.)

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

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

Summative evaluation determines whether the group has met its goals and implications moving forward. Health 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 depends 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 health 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 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 create a similar group. In this case, review the feedback and evaluations to see what members need more 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.

HEALTH COACH RESOURCES

Establishing Group Guidelines

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

- Arrive on time.
- Attend the sessions.
 - To receive the most value from the group coaching experience, please do your best to attend each session.
 - If you must miss or be late for a group session, please let the group and me know beforehand if you will miss it or be late.
- Maintain confidentiality.
 - Everything shared in the group stays in the group.
 - You are welcome to talk about what you are learning and discovering about yourself in the group; however, please do not share the names of group members or talk about them outside the group.
 - Limits of confidentiality for the coach include when someone is going to be harmed (self or others) 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 the group.

The poem titled “Remember” is a helpful 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 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 to the group space and want to hear from them. When facilitating “check-ins,” be mindful of time 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 you’re 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
- 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 or 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 see the goal clearly in your mind. 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 due to being in the group?*
- *What were your most significant 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?*
- *What's one piece of advice that you would give yourself as you move forward?*

Closure Metaphors

Metaphors are a powerful tool for health 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 appreciation can be one of the significant benefits of team and group coaching processes. Leave time for group members to share appreciation with each other. A small token may help 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.