



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

EXAMPLE OF AN IN-DEPTH GOAL SETTING CONVERSATION

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Purpose

A coaching session is a meeting that describes YMCA options to help a member set goals, identify barriers and assess ability appropriate for the individual's level and schedule. A relationship is built that makes the member comfortable and excited to begin to develop a healthy lifestyle. The conversation is one where interaction is mutually collaborative with shared expertise—the member is the expert on their life and what they want, while the staff is the expert on the technical knowledge to make it happen.

Goals

Goals have to be identified by the participant along with a plan to overcome the barriers. Listen to what the member wants and then strategically show what the Y has to meet their needs. A plan should include wellness programs and connections to small groups outside of the individual use of exercise equipment, (e.g., group exercise, walking club, etc.). Most importantly a relationship is built that makes the member feel comfortable and welcome. Identify next steps and how the relationship will be maintained.

Coaching Script

Coach:

- 1) Hi my name is _____. I am so glad that you and I have had a chance to connect. I understand that you are working on achieving a certain goal. I am here to support you in doing what you would like to do.

- 2) To start, would you mind telling me about yourself (*you may want to use the Big Picture Deck®, the Well-being Wheel or another helpful tool to help your participant open up*)?
 - What are your strengths?
 - What areas of your life would you like to address?
 - Where would you like to focus?
 - What is a goal that you would like to accomplish?

- 3) Let me take a minute to reflect.
 - I heard you say _____
 - The areas of your life that you would you like to address are _____
 - You would like to focus on _____
 - What am I missing?

- 4) *Allow the participant time to respond. Ask open-ended questions, listen and reflect on what the participant says.*
- Tell me more about your decision to choose this area of your life to work on.
 - What does it look like now (a now description) and what does it look like when you reach success (a 3, 4 or 6 month later description)?
 - Draw a horizontal line on a piece of paper—put a “0” on the left side and a “10” on the right. On a scale from 0 (not at all satisfied) to 10 (highly satisfied), mark on the line how satisfied you are with this area of your life (or your success with reaching your goal). Now mark on the line where you would like this area of your life (or the goal you want to make) to be. What does it look like now and what does it look like once you reach success?
 - What one step would you like to take to move toward what you want in this area? *Take time to listen, reflect and clarify.*
 - *If the person gets stuck, see step 6*
- 5) *Help participant develop a SMART goal (Specific, Measurable, Attainable, Relevant, Time-Oriented)*
- What is it about this step that is important to you?
 - What specifically will you do?
 - When will you do this? (*time and day*)
 - How will you know if you have been successful?
 - On a scale from 0-10 (0 being not at all confident and 10 being 100% confident), how confident are you that you can do this? *If the participant puts a score below 8, ask them what would need to happen in order to increase the score to 8 (e.g., take a smaller step, do it next week when I am not so busy at work, etc.). Make sure you get a specific data and time the action will take place.*
- 6) *If the participant is unclear on where to start, you may offer options (with his or her permission). In this case, draw several circles on a piece of paper with options on where the participant may want to start. Have the participant choose an option or come up with their own. Allow the participant to design the SMART goal from there. Refrain from giving direct advice or telling the person what to do (unless it is an emergency situation).*
- 7) *Reflect on the participant’s goal and affirm their success.*
- Sounds like you have made a good decision. I am confident in your ability to succeed with this. *If you are not confident in their ability, ask for permission from the participant to let him or her know your thoughts (the goal may be unsafe or unrealistic). Allow the participant to reflect on what you said, make comments and choose another SMART goal. Go back to step 6.*
- 8) Thank you for engaging with me in this session. Do you have any questions?
- 9) *If appropriate set a follow-up session with the participant to review the success or challenges they had with accomplishing their goal and what they would like to do next.*