



# Thrive Guide Coaching Guidance

This document is meant to guide you as Thrive Guides in your coaching practice with Thrivers. It is a flexible format intended to offer suggestions found useful as coaches. You may find that it makes sense to reorder some of these topics to better fit the individual needs of your Thrivers. The gift of coaching is in listening intently and following your intuition to offer the best help and support to your Thrivers whilst simultaneously knowing that they always have their own answers. For each session, the Thrive Guide Session Notes Template can be used to capture any relevant insights, 'a-ha' moments, challenges suggested, action(s) to be taken and information to be shared.

## SESSION 1

### **Pre-Session:**

Review the Thriver's welcome pack and 'getting to know you' documents. Highlight anything that stands out that you may want to ask for more information on from your Thriver. If possible, identify where the Thriver is in the Thrive Cycle.

### **During the session:**

Review with your Thriver how the Thrive Coaching process works (in the Welcome and Agreement documents):

We do not tell people what they should do; rather, we ask powerful questions to help you find the answers that always lie within. We suggest tools and strategies that we work through with you. In addition to scheduled sessions, you will receive pre-work, summary or follow-up e-mails, challenges and/or useful reading/research.

The more you put into doing this work, the more feedback you will get and the faster you will get to where you want to go. As a guide, I am your accountability partner, but it is your responsibility to try the challenges and be open to coaching.

To understand where we are at any given point in our life, we use what we call the Thrive Cycle (show on screen if conducting coaching via Skype or send this to your Thriver in advance of your call). The Thrive Cycle is intended as a tool or a platform for figuring out where you are and where you want to get to. We can use certain tools within each phase of the Thrive Cycle to help us make the most out of our 'time' in that phase and also to help us navigate and overcome any obstacles we face within it. We see it as a kind of friend to ground us and help us know where we are and where we want to go.

### **Any questions?**

*Helping young adults to thrive*



**Let's Begin!** What is going on for you right now? Where do you want support?

**Listen for coachable moments** - things that make your ears tingling - and follow up with them.

**Share a Tool or Process** with the Thriver that supports what is going on for them right now. Realize that some Thrivers may need more time on a tool or process than others throughout the 8 sessions. For example, Thriver A may learn and go deep with 7 tools while Thriver B will take more time and need only 4 tools.

**After using a tool/process, ask your Thriver, how they found the experience.**

Was it a positive experience? What did you gain from it? Was it hard but still useful? Are there other tools to use as a coach that may be more helpful? If there is resistance to the tool then it may not be right for them, so try something else!

We must have an intuitive understanding to work with our Thriver. We will be honest and authentic in our communication with them and, very importantly, we do not need to push them – they should push themselves.

For example: “This sounds to me like it’s hard for you - tell me where I’m wrong. Is there something that would better help you?” or “This sounds like it’s hard for you. Let’s try something else. If a friend came to you and told you what you’ve just told me, what would you say to that friend?”

**Assign a Challenge** for the week ahead that supports where they are now.

Challenges\* are processes, tools and/or information/research for the Thriver to work on during the week to move them forward in the Thrive Cycle according to their unique needs.

(\*Challenges can also be considered to be ‘homework’, but it is important to *not* use that word. Thrive Nation is not part of the educational system and Thrive Guides are not teachers. We are partners in helping a Thriver thrive!)

Let them know you will be talking about how the challenge went at the start of your next session, so ask them to keep notes or email you with their progress.

**After the session:**

Immediately after your session with your Thriver, make any notes about any aspect of the session that stood out for you, any of the challenges that you invited the Thriver to complete and anything that you need to follow up on during the next session. Also make a note of any actions you as the Thrive Guide need to take between this and the next session (eg email the Thriver a specific tool or information etc.)



## SESSION 2

### **Pre-Session:**

Review your Session 1 notes, including where your Thriver is in the Thrive Cycle and what challenges you invited your Thriver to complete.

Although your Thriver may be in a few different places in the cycle, what phase most stands out? Where within that phase? Where could they use the most support? Review and consider their innate conative style so that you can bring this to your coaching and selection of tools and challenges to help them move forward. (For example, a Quick Start may be more willing to 'jump in' and try something new that they have never tried before, whereas a FactFinder may need more time and information to understand what they are being asked to do, whereas an Implementor may need something very tangible to do etc.)

### **During the session:**

Start by asking your Thriver: What is going on for you right now? What are you thinking and feeling right now?

It is important to begin with what is happening now for your Thriver, this is where effective coaching takes place, meeting a current need, even if it varies from the exact next item in the Thrive Cycle.

What came up for you around your Challenge this past week?

Listen for successes to celebrate progress as your Thriver may not see them. Be sure to point them out as celebrating successes is as important as dealing with obstacles. You can ask how can they may use this new skill in the future.

Listen for coachable moments, things that have your ears tingling and follow-up with that.

Share a tool or process with the Thriver that supports what is going on for them right now.

After using a tool/process, ask your Thriver how they found the experience. Assign a challenge for the week ahead that supports where they are now.

### **After the session:**

After your session with your Thriver, make any notes about anything that stood out for you, any of the challenges and anything that you need to follow up on. Also make a note of any actions you as the Thrive Guide need to take.



## SESSION 3

### **Pre-Session:**

Review Thrive Cycle and consider where your Thriver is in the Cycle. Review last session's notes.

### **During the session:**

Start by asking your Thriver: What is going on for you right now? What are you thinking and feeling right now?

What came up for you around your Challenge this past week?

Share a Tool or Process with the Thriver that supports what is going on for them right now.

After using a tool/process, ask your Thriver, how they found the experience.

Assign a Challenge for the week ahead that supports where they are now.

### **After the session:**

After your session with your Thriver, make any notes about anything that stood out for you, any of the challenges and anything that you need to follow up on. Also make a note of any actions you as the Thrive Guide need to take.

## SESSION 4

### **Pre-Session:**

Review Thrive Cycle and consider where your Thriver is in the Cycle. Review last session's notes.

### **During the session:**

Start by asking your Thriver: What is going on for you right now? What are you thinking and feeling right now?

What came up for you around your Challenge this past week?

### **Recap: how is it going so far? What has worked best, least?**

Share a Tool or Process with the Thriver that supports what is going on for them right now.

After using a tool/process, ask your Thriver, how they found the experience.



Assign a Challenge for the week ahead that supports where they are now.

**After the session:**

After your session with your Thriver, make any notes about anything that stood out for you, any of the challenges and anything that you need to follow up on. Also make a note of any actions you as the Thrive Guide need to take.

## SESSION 5

**Pre-Session:**

Review Thrive Cycle and consider where your Thriver is in the Cycle. Review last session's notes.

**During the session:**

Start by asking your Thriver: What is going on for you right now? What are you thinking and feeling right now?

What came up for you around your Challenge this past week?

Share a Tool or Process with the Thriver that supports what is going on for them right now.

After using a tool/process, ask your Thriver, how they found the experience.

Assign a Challenge for the week ahead that supports where they are now.

**After the session:**

After your session with your Thriver, make any notes about anything that stood out for you, any of the challenges and anything that you need to follow up on. Also make a note of any actions you as the Thrive Guide need to take.

## SESSION 6

**Pre-Session:**

Review Thrive Cycle and consider where your Thriver is in the Cycle. Review last session's notes.

**During the session:**

Start by asking your Thriver: What is going on for you right now? What are you thinking and feeling right now?

What came up for you around your Challenge this past week?

*Helping young adults to thrive*



Share a Tool or Process with the Thriver that supports what is going on for them right now.

After using a tool/process, ask your Thriver, how they found the experience.

Assign a Challenge for the week ahead that supports where they are now.

**After the session:**

After your session with your Thriver, make any notes about anything that stood out for you, any of the challenges and anything that you need to follow up on. Also make a note of any actions you as the Thrive Guide need to take.

## SESSION 7

**Pre-Session:**

Review Thrive Cycle and consider where your Thriver is in the Cycle. Review last session's notes.

**During the session:**

Start by asking your Thriver: What is going on for you right now? What are you thinking and feeling right now?

What came up for you around your Challenge this past week?

Share a Tool or Process with the Thriver that supports what is going on for them right now.

After using a tool/process, ask your Thriver, how they found the experience.

Assign a Challenge for the week ahead that supports where they are now.

**After the session:**

After your session with your Thriver, make any notes about anything that stood out for you, any of the challenges and anything that you need to follow up on. Also make a note of any actions you as the Thrive Guide need to take.

## SESSION 8

**Pre-Session:**

Review Thrive Cycle and consider where your Thriver is in the Cycle. Review last session's notes.



### **During the session:**

Start by asking your Thriver: What is going on for you right now? What are you thinking and feeling right now?

What came up for you around your challenge this past week?

Share a Tool or Process with the Thriver that supports what is going on for them right now.

After using a tool/process, ask your Thriver, how they found the experience.

**Optional:** Assign a Challenge for the week ahead.

**Recap, closure, and celebrate! This is a good time to recap how they have felt about the Thrive nation process with you as their coach and to thank them for their participation, for showing up, and to point out all the progress you have seen.**

Let Thriver know you will be sending a survey and request for feedback in the week ahead, about their experience so we can continually improve Thrive nation.

### **After the session:**

After your session with your Thriver, send your Thriver the post-assessment questionnaire and any final messages celebrating your coaching together and inviting the Thriver to continue to be a part of Thrive Nation, including serving as a case study or point of contact for other Thrivers.