

# A model of Solution Focused Group Coaching

## Intro & prep

1. Each person shares an example of what is working well (in pairs? Other person feeds back?).
2. Identifying which group member(s) would like to focus on a particular topic/challenge/goal.
3. Allocating remaining time. (20-30 min slots?).
4. Use small groups if necessary for creating the safety/trust required.

## 1. Presenting Phase

The first person to present (Person A) describes the situation they would like to receive some group coaching about.

## 2. Information Gathering Phase

The members of the group ask questions. Each takes a turn to ask a question and one follow-up question and then wait silently till their next turn? Each of them is responsible for clarifying the relevant information he, or she, needs to understand in relation to:

1. Person A's desired outcome in the situation?
2. Progress already made? Scale of 1-10?
3. What's been better or different since you last discussed this?

*What? How? and When? are encouraged? Why? is discouraged.*

## 3. Affirming Phase

Each member of the group tells Person A briefly what they are most impressed with about their presentation and their handling of the situation so far. Person A listens quietly to each item of positive feedback and says "Thank you" graciously to each one.

## 4. Reflecting Phase

The members of the group take it in turn to say one thing at a time in response to Person A's presentation and their desired outcome. If one person has nothing to offer, they say "Pass" and the cycle continues until everyone has said all they want to say. The benefit of "reflecting" this way is that the inputs tend to build creatively on each other. The input offered at this stage includes anything that each member considers relevant (E.g. technical input, what's worked for them, and their reflections. Offer '*what's been useful to me...*' rather than '*what you should do is...*'. While the group is reflecting, Person A remains silent and just *listens!*

## 5. Closing Phase

Person A responds briefly to what was said in the Reflecting Phase. Usually stating what they feel is most applicable. Person A sets themselves a goal for achievement by the next meeting.

## 6. Evaluation:

Facilitator asks the presenter:

- What has been useful?
- What could we do differently/better next time?

## 7. Session evaluation:

- What worked well today?
- What could we do differently next time for it to be even better?