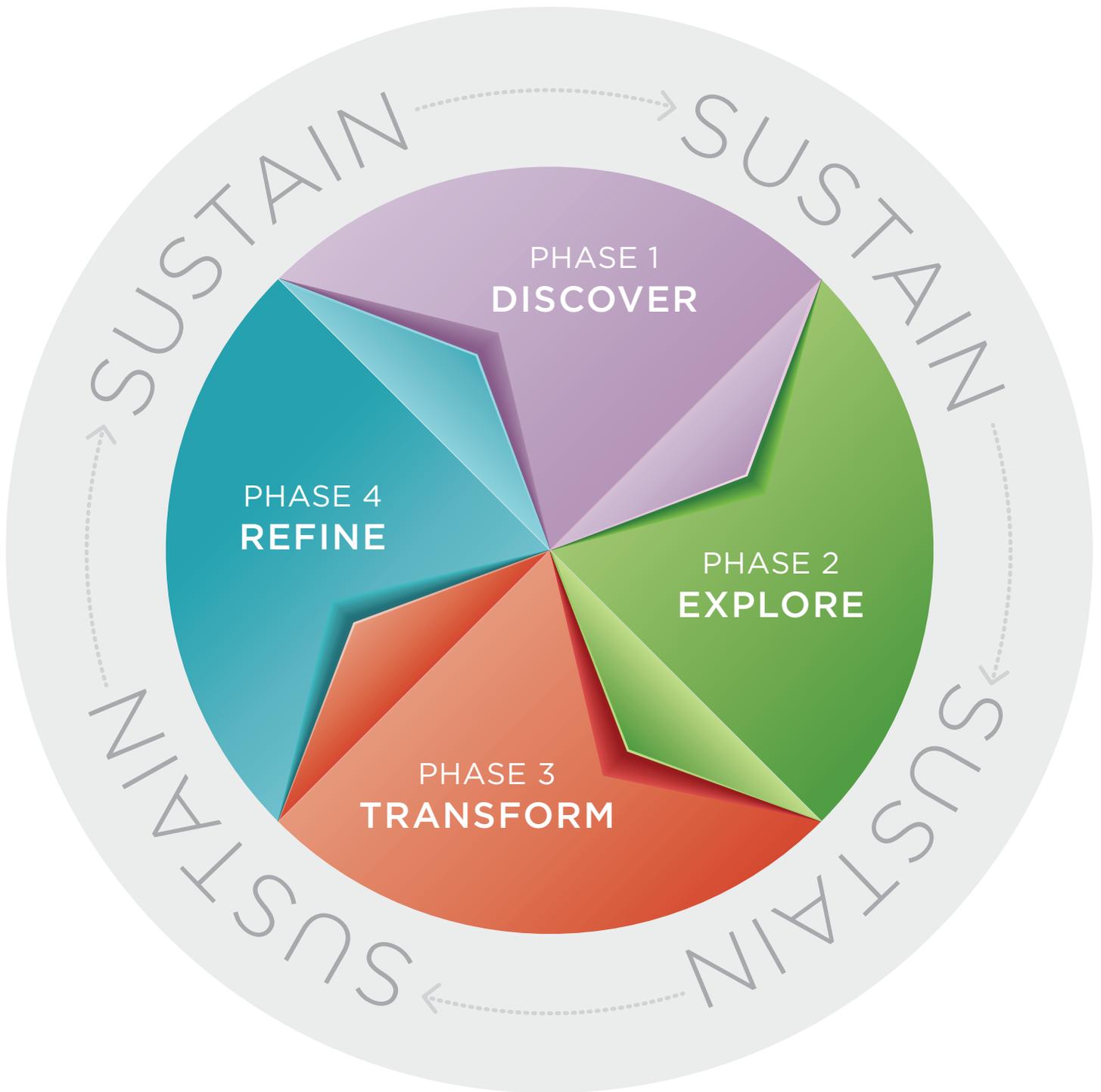


Coaching Methodology



My approach to coaching is to use a proven system customized to your personal needs, learning style, goals, and preferences. The program includes regular meetings, structured exercises, weekly email accountability check-ins and brief phone calls (as needed).

My coaching program includes four phases:

PHASE 1: **DISCOVER**

Together, we'll clarify and define your vision by exploring your values, interests, and goals. During this phase, we'll identify and focus on what you love, enjoy doing, and want most from your life and work. I'll take you through a series of exercises designed to help you discover your true wants and needs. Throughout the process, our objective is to figure out what excites you most, find the direction that generates the most energy, and distill your wants down to a definable set of information that can be further refined in later phases.

PHASE 2: **EXPLORE**

During this phase, we will evaluate your options for achieving your desired objectives. In a safe setting, you'll test a variety of different alternatives – without commitment to any particular one - to illuminate your right path. You'll leave this phase ready to pursue one or two options in earnest. We'll also identify immediate changes that make your current situation more satisfying.

PHASE 3: **TRANSFORM**

Next, you'll take step-by-step focused action to achieve your goals. This phase may include writing, reflecting, connecting with others, acquiring training, or other activities that support forward movement, tailored to your unique needs. I'll hold you accountable and offer you coaching and consulting support; we'll troubleshoot and celebrate your wins together. You'll feel encouraged as you move forward in ways that may have never seemed possible before.

PHASE 4: **REFINE**

As you take action and gain traction towards your objectives, you will have access to regular tune-ups during our coaching agreement period to keep you on track. During this phase, we'll continue discussions to address and adjust your course as your needs, wants, and circumstances change. I'll be available to help you work through obstacles and solve issues that arise.

PHASE 5: **SUSTAIN**

As you will notice in the graphic on the opposite side, **Sustain** is the ring that encircles the other four phases holding all aspects of the coaching cycle together. As you gain greater clarity about what you want and work toward your goals, your life will start to shift. To ensure that you get the continued support you need as new opportunities arise in your life, you can extend your coaching agreement. My clients find that maintaining continuity with our coaching process, as they continue to navigate their new path, is instrumental to **sustaining their success**.



As a business and career coach since 2004, I've worked with many respected companies and helped hundreds of people transform their careers and lives—established executives, aspiring corporate stars and entrepreneurs— people just like you. Are you ready to transform your life and career? Call me: **(510) 864-0249** or email me: mer@meridethmehlberg.com

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