

## ARIA A Coaching Model

*Awareness: understand the current state for both the coach and the coachee(s)*



- What's going on?
- What are you working on?
- How is that going?
- Where are you stuck?

*Reflection: time to think about what's already happened and what is "ideal"*



- What is your goal?
- What are you trying to accomplish?
- What are your expectations?
- What results are you looking for?

*Insight: generate possible solutions or actions to get to the ideal*



- How many different strategies have you tried?
- What things might be worth trying?
- What else?

*Action: commit to next steps, support and accountability*



- Now that you've thought about this, what will you do?
- What's the best course now?
- What's one step you can take?
- How can I help?