

The R.O.B.I.N. Method
Results – Options – Barriers – Insights – Next Steps

R: Result you want from session

- What result do you want from this conversation / coaching engagement?
- What resonated with you most from your assessment (if they took one)?
- What stands out as relevant/important for you right now?
- How might that connect to a goal or issue you're dealing with now in your life?
- What's your purpose for this emerging chapter of your life? Career?

- What can I do to be most helpful right now?
- What do you think would be most helpful to talk about for the rest of our time together today? (Refer back to their goal or issue. Ask them to re-state it in their own words. Take time here!)

O: Options

What are 3 distinct yet attractive options? (Explore)
(Remember to encourage micro-initiatives: small action steps)

B: Barriers

What might get in the way of option 1? What else? What else?
When you think of option 1, how does it feel? In your body? Sensations?

Please restate option 2 for me. What might get in the way of that working for you? What else? What else? When you think of option 2, how does it feel? Body-sensations?

Option 3 – tell me that one again? What might get in the way? What else? What else?
When you think of option 3, how does it feel? In your body? Sensations?

I: Insights

What are 3 insights you have given our conversation today?
What else?
What else?
What insight do you think you'll put to use?
What's your thought/feeling behind having chosen that one?

N: Next Steps

What specifically are you going to do?
When?
What will look like making progress for you?
How will I know you're coming along with it?
Who are you going to tell?
How are you planning to get support?
How will you acknowledge / celebrate having achieved this?