

CIGAR Coaching Model

C - Current Reality

Describe your current situation being as specific as possible about it and what's causing your current thoughts and feelings.

I - Ideal

What would be the ideal situation? What would this situation look like at its best? Describe how you would like to feel? What would you like to feel like in a year's time?

G - Gaps

What's stopping the ideal situation from happening? What barriers are there? What's getting in the way? What's causing your current reality as opposed to your ideal?

A - Action

What action needs to be taken? How can your ideal situation be reached? What's your plan to get to the ideal state?
Remember: try to finish with a closed question here getting commitment from the coachee on their action.

R - Review

How are you doing now? How are things going since last time we spoke? Remember: This will be a follow up after the actions have been agreed.

Suggested types of coaching questions

- How have you found this week?
- What did you accomplish this week?
- What went well this week?
- What did you learn?
- Who else will benefit?
- What are you grateful for?
- Who's grateful for you?
- Is this what you want to be coached on or are you just sharing?
- What could you be happy about if you chose to be?
- Are you using this to grow or are you beating yourself up?
- How can you turn this around and have better results next time?
- How would you like it to be?
- What's in the way?
- What's stopping you?
- What does this mean to you?
- Are you focused on what's wrong or what's right?
- How can you find out?
- What will really make the biggest difference here?
- Is this a limitation or is it a strength?
- What's the benefit of this problem?
- What does your intuition tell you about this?
- Do you have a gut feeling about this?
- Have you solved problems like this before?
- What rules do you have that are getting in the way?
- How long have you been thinking about this?
- Have you ever experienced something like this before?
- How would this become possible?
- Is this goal pulling you forward or are you struggling to reach it?
- Will this choice move you forward or keep you stuck?
- What's the first step you need to take to reach your goal?
- What's the worst that can happen, and can you handle that?
- What's stopping you from acting?
- What will you have to give up in order to make room for your goals?
- If you don't change this, what will it cost you in the long run?
- How can you solve this problem, so it never comes back?
- If there was nothing else to consider, what would you do?

- Are you doing this for you or for someone else?
- What might make the difference that could change everything?
- Are you procrastinating or is there a reason to delay?
- Which step could you take that would make the biggest difference, right now?
- Have you thought about the impact you'll have by creating/doing this?
- How can you learn from this problem, so it never happens again?
- How can you create more value with less effort?
- What are you willing to do to improve this situation?
- What are you willing to stop doing to improve this situation?
- How can you enjoy the process of solving this problem?
- What are you willing to commit to here?
- Do you need to work harder or delegate this?
- How can you use this, so it becomes a benefit?
- Have you decided to act or are you just hoping you will?
- Who can help you with this?
- What do you need in order to succeed here?
- What plan do you need in order to achieve your new goals?
- What do you need to change to reach your goals?
- What will the impact be in a years' time?
- Who do you need to become in order to succeed here?
- What are you responsible for here?
- Instead of either/or, how could you use both?
- Are you approaching this from your head or from your heart?
- Is this an assumption or have you checked to be sure?
- Is this the best outcome you can imagine or is there something greater?
- Do you have a detailed strategy to get there?
- What does this accomplishment mean to you?
- Why does it matter? Who did you have to become to achieve it?
- What did you learn in the process?