

How to do a Coaching Gym

What is a Coaching Gym?

A Coaching Gym is a structure used to guide someone to change their mindset, their next actions and their results in short period of time. At Yogahealer we use 15-20 minutes coaching gyms.

When to do a Coaching Gym?

When a person needs guidance -a quick shift, or evolution of their mindset to align their next actions and experience the new opportunities of their results.

How to start

Say Your Agenda



Review what will happen in the time period. For example, "We have 20 minutes. We'll dive into what is your #1 burning question or #1 challenge to meet your goal. Then, I'll ask you clarifying questions. When I have a grasp of your challenge, we'll troubleshoot. I may make suggestions. We'll close with which action steps you are willing to take to make progress. Ready?"

#1 Burning Question or #1 Current Challenge



If your coachee doesn't arrive with a burning question, orient the conversation with isolating their #1 goal, and #1 challenge in getting to the goal. This grounds your conversation in meaning as an orienting reflex. If you have coaching gyms with the same people train them to reflect on their desired outcome before arriving at the scheduled time.

Restate the Question



When you restate the question back to the coachee they get a chance to clarify or add information.

Ask Clarifying Questions



Ask questions to find out what they have tried, what is working, what isn't working, what happens before and after. Get as complete a picture before troubleshooting.

Troubleshooting and Kaizen



The key to action steps is kaizen - or small improvements. What suggestions will the coachee be willing and able to do to make progress? Give quick examples.

Confirm Action Steps



The gym ends with the coachee acknowledging which action steps they are willing to take. The coach repeating this back, and the coachee confirming this again with the coach. This clarity of agreement reinforces their ability to act.

What NOT to Do

Start with Casual Conversation



You have a short period of time. When you introduce a strong agenda your coachee can relax and know that you'll cover what is needed and end on time.

Ask Open-Ended Questions



Open-ended questions can go in any direction. This is good for longer coaching sessions, and not appropriate for coaching gyms - where the goal is to have a shift in a time frame with a specific challenge.

Go over time



Honor the time period scheduled. Stick to agreements. Demonstrate good boundaries.

Tell Someone What They Should Do, Tell Stories, Drift



If you aren't straightforward you'll have trouble ending on time with specific action steps. Action steps are what will make a difference for your coachee.

Make Too Many Suggestions



You want to end your session with your coachee feeling empowered and capable to act. Too many suggestions can lead to paralysis. Be succinct and considerate of what is truly possible in your advice.

