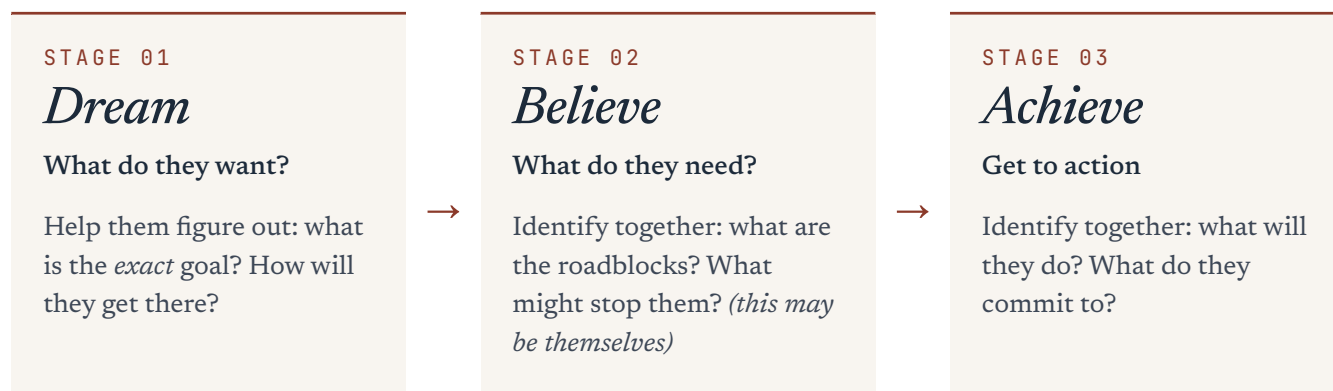


Dream Believe Achieve™

A coaching framework for moving from problem to action.

The Dream Believe Achieve™ Model



Use OARS in your conversations

O Open-ended Questions

Ask questions that don't result in a yes or no answer. The next page has some to get you started.

A Affirming

When someone shares something tough, acknowledge it and affirm their experiences.

R Reflective Listening

Occasionally paraphrase what they say to demonstrate listening – *It seems like you're overwhelmed, does that sound right?*

S Summarizing

Summarize what has been discussed to ensure mutual understanding.

Adapted from: Rollnick, S., Miller, W. R. (2023). *Motivational Interviewing: Helping People Change and Grow*. Guilford Publications.

WORKSHOP NOTE

This handout is meant to live near the conversation – pinned to a wall, on a desk, in your notebook. The questions on page 02 give starting points for each stage; the OARS moves above are how you stay in the room.

Coaching Questions

Use the sample list below to guide your practice of putting on a coach's hat at work – questions for each stage of the Dream Believe Achieve™ model.

STAGE 01 *Dream*

- What's your goal?
- In an ideal situation, what does an outcome look like to you?
- I hear you saying ___, what would an ideal scenario look like for you?
- If you were to drill down, what is the core problem? What would a solution look like?
- If you could wave a wand, what would the situation look like?
- If you were 80 (or 10), how would you look at this situation?
- What is the impact you want to have?

STAGE 02 *Believe*

- What do you need?
- What is holding you back right now?
- Have you ever had another scenario where you were ___ (paraphrase the core challenge – being overwhelmed, dealing with tough personalities)?
- Follow up: *tell me about what happened then* ___
- How did that go for you? What might you apply to this scenario?
- I'm noticing... what happened for you?
- What would it take for you to feel confident about this?

STAGE 03 *Achieve*

- What do you think needs to happen for this to be a reality?
- Who can help you in this process?
- What resources do you need to make this happen?
- What could get in the way?
- How might I help you?
- Who can help make a difference in this scenario?
- What is a good first step?

Identify a specific goal at the end of the conversation, along with a date and time to follow up. Accountability leads to action.