

The 5 R Coaching Process

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Every journey requires a good map. Coaching is no different. Coaches need an easy framework that helps them understand what needs to be accomplished in the coaching process—a framework that will guide them through the journey walking alongside the person they are guiding.

What is the process of coaching? Through research, we've discovered that the coaching process consists of five basic phases. Coaching relationships need to move through each phase and accomplish the necessary outcomes in order to be optimally effective.

The 5R Model

- Relate: Establish the coaching relationship and agenda
- Reflect: Discover and explore key issues
- Refocus: Determine priorities and action steps
- Resource: Provide support and encouragement
- Review: Evaluate, celebrate, and revise plans

Relate

Coaching is a relationship with a purpose. Relationship means building qualities like trust, connection, support, and understanding. The people who have the deepest impact on our lives are those we know on a personal level, those who have taken the time to invest in developing a relationship with us. Purpose means clarifying expectations and agenda. What do you want to accomplish? What are the parameters of the relationship?



During the relate phase, the coach is **CONNECTING** on several fronts, namely the personal, spiritual, and philosophical. Forming a trusting, growing relationship will exponentially increase the significance and effectiveness of coaching.

Relate Checklist

- Coaching relationship and process defined
- Compatibility of coach and leader assessed
- Rapport and mutual respect established
- Trusting relationship begun
- Coaching agenda and guidelines determined

Reflect

The reflection process helps us figure out where we are. A map is useless unless you know where you are on that map. You cannot take any steps toward a goal unless you first know where you

are starting from. In a coaching relationship, the reflect stage helps people figure out where they are in their lives and ministries and identify the most significant issues to address.

The reflect phase of the coaching process focuses on the situation at hand: gaining a clear understanding of the factors contributing to a problem, relationship, or issue. This careful reflection then sets the stage for later designing action plans. Diagnosis must precede prescription.

During this phase, the coach is **PROBING** on several fronts to gain discernment in a given context. A thorough analysis provides accurate information for goal setting.

Reflect Checklist

- Deeper understanding gained
- Issues sorted by importance/urgency
- Priority issues identified and concurrence established
- Commitment to address issues obtained

Refocus

After we've figured out where we are, the next step in the process is to ask, "Where do we want to go from here?" This is the task of the refocus stage—gaining a sense of direction and forward movement.

The refocus phase of the coaching process aims to the future. What's the destination? Then, what are the next steps that need to be taken to get there? Envisioning the future from God's perspective plays a central role in the coaching process. And making that future a reality requires planning. Brainstorming options, prioritizing action plans, and assigning dates are all steps in the planning process. The end result is an action plan that helps the leader fulfill God's purposes in their life and ministry.



During the refocus stage, brainstorming is essential. Our natural tendency is to believe we have exhausted all possible solutions. One leader said: "Nothing is more dangerous than an idea when it's the only one you have." A vision without a plan is merely dreaming; a vision plus a plan can become reality.

During this phase the coach is **CHALLENGING** to help clarify who, what, and when the action plan will be implemented. To a great extent, a solid action plan determines the success of the coaching relationship.

Refocus Checklist

- Vision clarified
- Possible solutions brainstormed
- Decisions made according to priorities

- Commitment to action confirmed
- Change dynamics considered
- Action steps determined and timeline developed
- Accountability structure agreed upon

Resource

The resource phase of the coaching process centers on the implementation of the action plan. The coach provides resources in the form of accountability, pinpointing needs, and making mid-course corrections.

Follow-up provides accountability and support for the leader during the change process. Mid-course corrections can be made if milestones are unmet, and greater achievement can be inspired by times of celebration.

The primary task of the coach is STRATEGIZING to maximize the time, giftedness, and available resources. We need to answer the question, “What do we need?” Effective coaches help those they’re working with identify what tools they need and apply those tools at the right time.

Resource Checklist

- All resource needs brainstormed
- Existing resources assessed
- New resources identified to accomplish goals
- Where and how to find new resources determined
- Role of coach in resourcing phase clarified

Review

The review stage allows us to look back over our progress and ask, “What has been accomplished?” Reviewing gives time for reflection and evaluation as the coach provides opportunity to assess, extract principles, and learn from the process.

Evaluation questions:

- •What’s working?
- •What’s not working?
- •What’s missing?
- •What’s confused?

As you go through the evaluation process, remember to celebrate the wins. That’s why we start with what’s working. Never underestimate the power of taking the time to look back over past accomplishments and celebrate them. That process can provide both a sense of satisfaction over a job well done and much-needed encouragement for the road ahead.

However, it's also important to ask other questions to help the leader think through what midcourse corrections are needed. A good review process facilitates accountability, learning, and challenge. Remember that coaching is a discovery process.

A primary task of the coach is **SUMMARIZING** to identify the key learnings, bring closure, or renew the coaching relationship. The evaluation should include an assessment of the coaching relationship as well as a discussion on future projects.

Review Checklist

- Action plan and process evaluated
- Progress celebrated
- Learning maximized
- Midcourse corrections made
- New projects identified
- Coaching relationship evaluated

How is the 5R coaching model unique?

The 5R coaching model was forged from the crucible of experience. It's based on qualitative research of coach practitioners, developed by coaches who were following a disciplined process of discovery. The 5Rs are quickly and easily understood, allowing people to get started coaching right away. They can readily grasp the basics and then learn in more depth as they go.

Built on a spiritual foundation, the 5Rs recognize the vital importance of the Holy Spirit's role in coaching relationships. The model provides a framework for thought, not a predetermined script that leaves no room for the movement of the Spirit.

The 5R model was not only designed by coaches, but tested and refined by them as well. The 5Rs transcend cultural differences, working well in any context or situation. Coaches on every continent have responded positively to the model.