

ICMA | coaching program

Outline for Talent Catalyst Conversation

Topic: [*What topic would you like to discuss?*] Confidentiality?

Brief Background about the Player: [*What's useful to know about you for this conversation?*]

Enliven Your Hopes

Step 1: Connect with Your Hopes

- What are your hopes about the topic you've chosen for this Conversation? Why are your hopes important to you?

Step 2: Consider Your Concerns

- What's standing between you and realizing your hopes?
- Which of your concerns seems most important to address now so that you can make progress toward your hopes?

Step 3: Tap Your Success Stories

- How have you successfully dealt with concerns like these before?
- What did you learn from the situation that might help you now?

Expand Your Opportunities

Step 4: Identify Opportunities to Learn, Grow, and Develop

- How will you need to grow, and what will you need to learn to address your concerns and realize your hopes?
- What inner qualities may you need to develop to support you?

Step 5: Use Your Resources

- What resources do you have that can help you to realize your hopes?
- How can you use these resources?

Step 6: Revisit Your Hopes

- At this point in the conversation, do you have some greater clarity about your hopes?
- How would you express your hopes now?

Energize Yourself through Actions

Step 7: Make a Healthy Stretch

- Is there a stretch you would like to make?
- Is there a way that you could start now to enjoy greater fulfillment of your hopes?

Step 8: Enlist a Talent Fulfillment Team for Results

- Who could be ideal to have on your team?
- Can you visualize these people cheering for you as you fulfill your hopes?

Step 9: Target Concrete Actions

- What forward-moving actions would you enjoy taking now toward realizing your hopes?

Step 10: Reflect on Your Possibilities and Progress

- What have you gained from this Conversation?
- What will help you to follow through on your intentions?

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