Designing the Coaching Alliance
“STORMMES”

S - Subject
What do you want to work on with me?

T - Timeframe
What is the time frame for this focus?
What part of this will we focus on today?

O - Outcomes
What outcomes are you looking for by the end of our time?

R - Roles
How will we work together on this?

M - Measure
How will you know we have successfully reached our outcomes?
How will you measure success?
On a Scale of 1-10 where are you now on this?

M - Motivation
Why is this important to you?
What is the motivation for this focus?

E - Environment
What are the factors surrounding this that might contribute to success?
What are the factors surrounding this that might impede progress?

S - Start
Where would you like to begin?
How would you like to start?

Check in at consistent intervals to understand their opinion progress and any shifts in direction they wish. (Re-contract)