



## Scenarios for Skills Practice

Feel free to use any of the following scenarios whenever you are asked to do skills practice or make up situations on your own. Certainly, if you are using [www.coachmefree.com](http://www.coachmefree.com), you will use the scenarios your client brings to your sessions.

### Life/Wellness Coaching:

1. Your client is in between relationships and realizes she has never been without a significant other for more than two weeks. She does not think this is normal and she really wants to use this time between relationships to work on her becoming the best she can be so she will be able to eventually attract the man of her dreams. However, she realizes she has a long way to go before she is ready to get into another relationship.
2. A young male, 24, is having a difficult time becoming healthy. He is smoking up to 2 packs of cigarettes a day, rarely exercises, and eats poorly. His grandfather just died from lung cancer. He is now scared that if he continues down this path he may end up very ill and die. He's unsure of how and where to start.
3. A client comes to you because she wants to lose 50 pounds. She has been struggling to lose the 50 pounds because as soon as she has a bad eating day she stops eating healthy. She feels that just because she had one bad day she cannot eat healthy long enough to lose 50 pounds.

### Relationship Coaching:

4. A client comes to you as the mother of a 15 year old-daughter and she has no idea on how to communicate with her. Your client says she can't even talk to her daughter without yelling at her and her daughter will not talk to her about anything. You also need to know that your client was raised by Italian immigrants and they solved all their

issues by yelling at each other. When your client was growing up she did not talk to her own mother because all she did was yell at her.

5. A religious man comes to you for coaching because he is on the verge of engaging in an affair and wants to resist the temptation. He and his wife have been married for 11 years and their sex life has definitely diminished. He reports they have sex about once every 3-4 weeks and when they do, his wife acts as if it is just one more thing on her To Do List. She seems impatient to get it over with so she can go to sleep. He is a case worker in a foster care agency, working with many female co-workers. There is one in particular who obviously finds him attractive, knows he is married and doesn't seem to care. He is torn but knows because of his religious beliefs, does not want to commit adultery.
6. A mother comes in with her 6 year-old daughter. The mom states that her daughter can be defiant at home, isn't doing well in school, and is having difficulty following directions and being respectful. The mother realizes that she loses her patience quickly where her daughter is concerned. Mom will often yell to get her daughter to comply or she tries to bribe her with rewards or punishments to get her to behave the way mom wants. She is coming to a coach for help with parenting because she realizes her style is not only ineffective, but also could be the cause of the negative behaviors in her daughter.

#### Business/Organizational Coaching:

7. The client is a business owner who is having difficulty breaking through her income barrier. She believes she is engaging in self-sabotage but isn't sure of its origin. When she started her business, she made \$30,000 the first year, \$60,000 the second year and \$120,000 the third year. She has been in business now eight years and has yet to surpass the \$120,000 pinnacle. She has hired you to help her determine what is getting in her way.
8. A client comes to you because he just opened a business and created a website but it has been under construction for 8 months. He has no idea of what to put on the website or how to use it to benefit his company. He believes the website is the best way to market but has not yet been able to utilize it.
9. A woman, 35, comes to a coach for some help with her career. She has been working in a doctor's office as clerical help for the past 15 years. She gets paid well with great benefits. However, she is extremely unhappy and seriously discounts her skills. She has a high school diploma and never went to college or a trade school. She isn't sure what she wants to do or how to figure that out. Also, through a needs assessment, you know that she has a high need for survival with her focus being on financial security and safety, which may be a reason for her staying so long at her current job/not taking a risk.

### Non-Voluntary Clients:

10. You have been hired by management to coach a sales person. He is not meeting his quota and management believes he is not good at developing rapport with clients. You have been called in to coach him to improve in this area but the client is not sure why he is being coached. He thinks he has been singled out because the boss really doesn't like him. He is Latino.
11. A new female owner of a company came to you needing a coach for the business she just purchased. She has ten employees that stayed on after the purchase that are not happy and possess a lot of negative energy. These employees feel that they are stuck and do not have a choice in being happy with their new owner. She is coming to you for coaching to develop a plan to either inspire these workers to "get on board" or let them go.
12. A teenager is told by his parents that he needs to see a coach or he will be kicked out of the house. They prefer he see a coach instead of a counselor because they don't like the stigma attached to being in "therapy." They are "fed up" with his behavior: he ditches school, smokes pot, fails classes, doesn't help around the house, and will do what he wants when he wants (stays out past curfew, swears, is disrespectful, etc.). The boy doesn't think he does anything wrong because "things at home are fine" and "when will I ever need algebra?" However, he has agreed, reluctantly, to go for coaching because the consequence of not going is being homeless.

### Specific Exercises:

These scenarios are specially for certain assignments from your modules. They will be referenced in your directions for skills practice at the appropriate time. Again, feel free to use these scenarios or choose a situation from your own experience to practice, as long as it meets the criterion of the exercise.

13. **DECISION-MAKING PROCESS:** Client is a middle manager. Administration brought you in to help her improve her supervision skills. She was recently promoted to run the unit where she used to be a member and is now supervising her former co-workers and friends. Management believes she is not being firm enough in her expectations and that her unit's performance has decreased since she took over. Your client agrees this is a problem but she doesn't think she can overcome it. She is attempting to decide whether she should look for a new job, ask to be transferred to another unit or ask to be demoted back to her original position. There may be other options she hasn't considered but you will be working through the decision-making process with her to choose what will be best for her in her situation.

14. **GRATITUDE:** Client is the “gloom and doom” person—the typical victim. Everything in life is unfair. No one is supportive. The client can’t accomplish his or her goals because other things and people are always getting in the way. Client can come up with an exhaustive list of everything that’s wrong in his or her life but has very little investment in overcoming these obstacles.
15. **RESOURCES:** A client comes to you because she wants to find a job. She believes she cannot find a job because she has been out of the workforce for 15 years, claiming she has no resources.
16. **WIN/WIN SOLUTION:** You were hired to work with a manager and his administrative assistant on several issues but the one you are focusing on for this exercise is that the manager wants Valerie’s day to start at 8:30 and Valerie doesn’t want to begin until nine so she can drive her children to school. She also asks to leave early one day a week to attend her children’s sporting events. On other days, she does not mind staying late or taking work home. She is a great employee who gets her work done by the deadline with good quality.

Her manager, Judith, does not understand Valerie at all. When Judith began her job, she gave up time with family, hiring a nanny to care for the needs of her children. She hated missing things but knew if she wanted to get ahead, she needed to work just as hard as the men and prioritize work. She is a take charge person who wants what she wants when she wants it. She wants Valerie to be in at 8:30 am each day and work till five or later if need be.

Have them use the negotiating techniques you learned from watching the Rubberband Activity video.

17. **VALUE CHALLENGE:** Client is a female who comes to you because her husband wants them to be polyamorous, the practice, desire, or acceptance of having more than one intimate relationship at a time with the knowledge and consent of everyone involved. She is not sure she can do that but she loves her husband and wants to be accepting. She is asking for your help in transitioning to this lifestyle without developing jealousy or resentment.