

OVERVIEW

Training Alternative Map

Diagnose the situation, choose a target and capture the first insight.

CLIENT / TEAM	COACH	SESSION DATE

PURPOSE

Use this coaching worksheet to explain when coaching, training or consulting is appropriate. Leave with an intervention comparison card that can be tested in real, respectful, consent-based work.

WHY THIS MATTERS

Start with sponsor interviews, manager challenges and permissioned programme feedback. Watch for claiming coaching fixes every skill or structure. Review appropriate referrals and proposals as a learning signal, not a promised result.

SELF-ASSESSMENT / SCORE EACH DIMENSION 1 TO 10

LOOK FOR	NOW /10	GOAL /10
01 Audience fit		
02 Problem clarity		
03 Coaching fit		
04 Proof quality		
05 Differentiation		
06 Message recall		

QUICK REFLECTION

Which dimension is the best starting point for this focus: explain when coaching, training or consulting is appropriate?

DEEP WORK I

Training Alternative Map

Use actual evidence. Separate what happened from what you assume it means.

01 / CURRENT PICTURE

01 Review sponsor interviews, manager challenges and permissioned programme feedback. What observed moment shows the need to explain when coaching, training or consulting is appropriate?

02 What did the leader, colleague or sponsor actually say or do? Record one concrete example.

02 / THE LEVER

03 When you try to explain when coaching, training or consulting is appropriate, which step breaks down first, and in what context?

04 What assumption are you making that the evidence does not yet support? How could you check it?

03 / PRACTICE & TEST

05 Coach question: Which part needs a skill lesson rather than coaching?

06 How could you replace claiming coaching fixes every skill or structure with a fair, specific and testable move?

DEEP WORK II + WORKSHEET

Training Alternative Map

Build a usable artifact, then pressure-test it with a real-world scenario.

07 What must an intervention comparison card contain to help the user explain when coaching, training or consulting is appropriate? Name the first two decisions it supports.

08 Where might claiming coaching fixes every skill or structure show up? How will you notice it and adjust before a colleague or participant is affected?

SCRIPT LAB

Complete five rows while building an intervention comparison card. Use only approved, non-sensitive examples.

MOMENT	WORDS TO TRY	PERSON RESPONSE	REVISION
01			
02			
03			
04			
05			

BRING INTO THE NEXT COACHING CONVERSATION

Ask: Which part needs a skill lesson rather than coaching? Check: appropriate referrals and proposals.

ACTION PLAN

Training Alternative Map

Move from insight to observable practice, with a realistic measure and review date.

FROM INSIGHT TO ACTION

STEP	PRACTICE ACTION	BY WHEN
01 REVIEW	Inspect one real example from sponsor interviews, manager challenges and permissioned programme feedback. 	
02 BUILD	Draft an intervention comparison card using that evidence. 	
03 REHEARSE	Practise the move with a coach or peer and request one correction. 	
04 TEST	Try it in one relevant, consented team or stakeholder interaction. 	
05 ADAPT	Review appropriate referrals and proposals and change one thing. 	

SUCCESS METRIC Leading signal: appropriate referrals and proposals. Choose a baseline and a realistic target; outcomes are not guaranteed.
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MILESTONES / WHEN WILL YOU LOOK FOR EVIDENCE?

CHECKPOINT	WHAT YOU EXPECT TO SEE	REVIEW DATE
DAY 30		
DAY 60		
DAY 90		

SUPPORT NEEDED 	MAIN RISK
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COMMITMENT & FIELD NOTES

Training Alternative Map

Agree the next move, track what happened and return with evidence.

MY COMMITMENT

In the next relevant situation, I will use an intervention comparison card to explain when coaching, training or consulting is appropriate.

IF THIS GETS IN THE WAY, I WILL...

PARTICIPANT SIGNATURE

DATE

WEEKLY FIELD NOTES

WEEK	SITUATION	WHAT I TRIED	EVIDENCE + ADJUSTMENT
01			
02			
03			
04			

IN THE COLLEAGUE OR SPONSOR’S WORDS / USE PERMISSIONED, NON-SENSITIVE WORDING

NEXT REVIEW

ACCOUNTABILITY PARTNER

Keep participant and team data private. No results are guaranteed.