### Component 1: Establish a Foundation
- **1.1**: Co-creates Coaching Agreement
  - Coaching Roles & Approaches
  - Guidelines & Parameters
  - Goals & Expectations
  - Alignment of Model
- **1.2**: Builds a Relationship of Trust
  - Respectful language
  - Nurture growth
- **1.3**: Develops Coaching Presence
  - Present & Prepared
  - Adaptable
  - Emotionally Grounded

### Component 2: Communicate Effectively
- **2.1**: Actively Listens
  - Responsive
  - Ensure Clarity
  - Multi-level Awareness
  - Builds & Boils Down
- **2.2**: Observes Intently
  - Discerns Patterns
  - Dig Deep & Interpret
- **2.3**: Questions Powerfully
  - Informed Perspective
  - Promote Reflection
  - Generate Pathways
  - Encourage Variety
  - Explore Possibilities

### Component 3: Provide Impactful Feedback
- **3.1**: Provides Specific Feedback
  - Ensure Clarity
  - Data Informed
- **3.2**: Provides Actionable Feedback
  - Pursue Goals
  - Build & Reframe
- **3.3**: Provides Targeted Feedback
  - Consider Viewpoints
  - Challenge Assumptions

### Component 4: Facilitate Ongoing Learning & Results
- **4.1**: Creates Awareness
  - Expand Options
  - Celebrate & Grow
- **4.2**: Establishes Goals
  - Data-informed
  - Stay SMART
- **4.3**: Designs Actions
  - Resource Rich
  - Reflective Planning
- **4.4**: Manages Progress & Accountability
  - Assess Progress
  - Honest Appraisal
  - Encourage Ownership
  - Evaluate & Adjust
  - Immediate Situations & Big Picture