Coaching Minds



FREE COACHING TOOL

The STAR *Model*

Map a recurring situation, see the pattern behind it, and design a more effective response.

Editable PDF | Type straight into the boxes | Save and reuse with every client

THE CONCEPT

Purpose of the *STAR Model*

STAR stands for Situation, Thoughts and feelings, Actions and Results. It is used to explore the motions a client goes through when they find themselves in a recurring, problematic situation.

We can use the model in our coaching to identify the client's current pattern of response, and how their thoughts, feelings and actions are leading to specific results. From there, we guide the client towards a more effective pattern of response, starting from the result they want.

Situation | Thoughts and feelings | Actions | Results

> By walking through the model and mapping out the responses, the client can see where to make changes, and build an action plan for the next time they find themselves in that situation.

THE EXERCISE

The current *response*

Establish the client's current response to the situation by walking through each stage of STAR and asking effective questions.

S

Situation

What is the situation that keeps coming up?

T

Thoughts and feelings

What does the client think and feel when it happens?

A

Actions

What do they do in response?

R

Results

What results do those actions lead to?

THE EXERCISE

The desired *response*

Now work through STAR backwards. Start with the result the client wants, then ask what they need at each stage to get there.

R

Results

What result does the client want next time?

A

Actions

What actions would lead to that result?

T

Thoughts and feelings

What would they need to think and feel to take those actions?

S

Situation

How will they recognise the situation and prepare for it?

NOTES

Additional *notes*

Use this space for anything else that came up, or for the actions agreed at the end of the session.