

# Result Packets™ – Coaching Conversation Guide

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Use this guide to facilitate 1:1 coaching conversations with team members as you align roles to their Result Packets™. This structure supports clarity, accountability, and ongoing improvement.

## 1. Opening the Conversation

“I’d like us to look at your role through the lens of outcomes, not just tasks. We’re using a tool called a Result Packet™ to help clarify what great performance looks like.”

## 2. Review the Packet Together

- Read each section aloud.
- Ask for their input or edits.
- Focus on clarity—not perfection.

## 3. Ask Key Questions

- “Which part of this feels most important to your success?”
- “What feels unclear or too vague?”
- “Is there anything missing that you feel responsible for?”
- “How do you think you’re doing on each part of this right now?”

## 4. Define Support and Check-In Rhythm

- “How can I support you in delivering these outcomes?”
- “Would a weekly 10-minute check-in help?”
- “Can we review this together every quarter?”

## 5. Reinforce the Why

“This isn’t just about accountability. It’s about making sure your energy is focused on what really matters—and making sure you’re successful.”