

PURPOSE

PERSPECTIVES

PROGRESS



PREPARATION

POSSIBILITIES

THE 5 Ps MODEL OF CONFLICT MANAGEMENT COACHING

| STEP | CLIENT ACTIONS |
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| 1. Purpose for conflict management coaching | (a) Identifies his/her purpose/goal for coaching; and (b) Identifies with what the coach may be able to assist. |
| 2. Perspectives on the conflict | (a) Explains the situation; (b) Analyzes (i) the conflict dynamic and situation from his or her perspective; and (ii) as he or she perceives the other person's perspective; (c) Considers insights; and (d) Affirms or changes the purpose/goal. |
| 3. Possible Options | (a) Identifies possible options to move forward; (b) Examines (i) each option from his or her perspective; and (ii) from the other person's; and (c) Selects the preferred option. |
| 4. Preparation of plan | (a) Practices ways to achieve chosen option(s); (b) Prepares to achieve goal and considers barriers; (c) Plans the next step; and (d) Considers what task(s) may help move him or her forward between sessions. |
| 5. Progress | (a) Reflects on insights; and (b) Identifies other resources to utilize. |