

An Overview of Coaching

What is a Coach?

A **Guide** that helps you...

- > Clarify your desires and goals
- > Create plans to achieve your goals
- > Design systems to support your performance, productivity, wellbeing
- > Work to improve skills to achieve your goals



Styles of Coaching Relationships

FORMAL

- > Relationship is established for the purpose of coaching
- > Typically a paid arrangement
- > Sometimes part of a structured program organized by a company or group
- > Explicit start and end dates of the arrangement
- > Common question to open a coaching session: "What would you like to talk about today?"

INFORMAL

- > Friends, colleagues, supervisors, parents, etc. can all step into a coaching role at one point or another.
- > Fluidity as individuals step through coach, manager, confidante, and advisor roles
- > No explicit start or end. Often within a broader relationship context.
- > Common question that could open a coaching moment: "Do you want me to listen, give advice, or get involved?" "Would you like some coaching on this?"

The Coaching Conversation

Agenda

CLARIFY THE ISSUE

- > Coach asks a question to understand the problem like, "What would you like to talk about?"
- > Coach restates and clarifies what the issue is.

10%

Exploration

HOLD SPACE

- > Coach listens and articulates back what is heard
- > Coach follows curiosity and intuition
- > Coach reframes problems and brainstorms alternative perspectives.
- > Coach names behavioral patterns and routines

80%

Action

WHAT'S NEXT

- > Coachee makes a firm and concrete commitment to action.
- > Coach strengthens accountability.

10%