



# Overview of Coaching

## What is Coaching?

Coaching is a process that empowers an individual or group to maximize their personal and professional potential. This process promotes personal discovery and growth through conversations, activities, and training designed to help the individual or group work toward established objectives.

## How Coaching Differs from Other Development Methods

	Purpose	Focus	Method	Who/What Sets Agenda	Model
Mentor	Pass on a lifetime of skills and knowledge	Experience and strengths of mentor	Sharing, modeling, teaching	Subject matter, mentor	Parent-Child
Consultant	Provide expert knowledge and advice	Problem solving	Observing, telling, advising	Task to be completed or problems to be solved	Teacher-Student
Counselor	Help overcome past pain, problems, and brokenness	Past emotional issues	Treating with therapy	Counselor	Doctor-Patient
Coach	Aid personal discovery and accelerated growth	Future goals and actions	Asking powerful questions	Client	Partners

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## Our Core Coaching Beliefs and Values

Our core beliefs and values about coaching are:

- The client is innately creative, capable, and competent.
- The client designs the roadmap—based on personal and professional goals.
- Coaching brings transformational change to support the client’s vision and direction.
- Coaching creates a safe space to support transformation.
- Self-reflection is key to learning, growth, and fulfillment.
- **We coach the person, not the problem.**

## Notes about the Coaching Process

### Typical Engagement

- 1-2 sessions/month for 3 months (can be entirely customized to meet your needs)

### Areas of Focus

- You should have some primary areas of focus for coaching.
- If you aren't sure what your focus areas are, your coach helps you identify these during your discovery session (or, if your supervisor recommended coaching, you are encouraged to work with your supervisor to determine areas of focus).
- Your focus areas help in establishing objectives.

### First Session: Discovery

- Your coach describes what coaching is and learns more about you and your goals.
- You receive 20-30 minutes of actual coaching to give you an idea of what it’s like.
- At the end, you decide if you want to continue with future sessions.
- If you choose to continue, your coach reviews logistics and future meeting dates with you.

## Tips for Getting the Most from the Coaching Experience

1. **Have clear objectives.** Coaching works best when you know what you need or want to work on. If you aren’t sure, you can discuss this with your coach during the discovery session. Keep in mind that your objectives may change as you progress through the coaching engagement.
2. **Be willing to get to know yourself more fully.** Working with a sensitive, intuitive, and empathic coach encourages self-reflection that can help you grow.
3. **Be open to new ideas.** Part of working with a coach is being willing to experiment with fresh approaches and being open to redesigning the parts of your life that you choose to improve.
4. **Approach coaching holistically.** You will be coached as a whole person. Even though you are being coached in a professional setting, coaching is designed to be holistic. It is common for other aspects of your life (family, health, etc.) to come up while you are discussing work with your coach. This is natural and expected. Your coach will approach your goals with you as a whole person.
5. **Take extraordinarily good care of yourself.** Keep yourself well between coaching sessions. Coaching requires emotional, intellectual, and physical energy.