

Curious about coaching?

Are you feeling stuck, overwhelmed or confused? Are you curious about coaching and how it might help? This document will help you understand more about how coaching might help you.

What is coaching anyway?

In this world of increasing visibility, complexity and change the temptation is to work faster and harder. But working in 5th gear constantly is rarely helpful or healthy; it stops us spotting deeper issues, thinking beyond the obvious answer, and noticing our own unhelpful habits. Therefore to create something different, we need to move into 3rd gear so that we can think, reflect, and see new perspectives. This evolves our capacity to thrive as quickly as the world around us. This is where coaching comes in.

At its simplest, coaching is a conversation with a partner that is completely focused on you. It will support you to:

- understand yourself more deeply
- gain different perspectives
- to develop feelings, thinking patterns and behaviours that will support you to achieve your outcomes.

At the core of our coaching is the belief that you have all the resources you need to have the life you want – the answers come from you. We are there to help you to bring those out to best effect for you as an individual. The key principles we work to are:

- **The coach is not an advice giver** – our role is to ask questions and bring tools and models to help increase your self-awareness and resourcefulness towards your outcomes. The coach may have experience and knowledge that could be useful to you and you will agree whether this is helpful to share.
- **Coaching considers wider life** and hence influences beyond the work outcome in order to create a rounded view as you develop your goals.
- There is **no set agenda for coaching** from the coach and your initial outcomes (both public and personal) form the framework for the coaching. You decide your own priorities and issues for each session as they arise for you.
- **The coach and client are equals** - this is a working partnership which is adult to adult, based on total respect and confidentiality. In our first session, we will explore how we establish a coaching relationship that enables this.
- **Coaching is about change and action** - the coach will facilitate your thinking and feeling within the sessions to invite you to experiment in your work and life. Please keep in mind that new learning can be uncomfortable and so you will need to be open to trying new things.

We achieve these principles through an appreciative, respectful, constructive and personalised coaching:

- Giving you time to think in a safe space
- Inviting you to explore what is healthy and productive for you and how you create habits to support this
- Listening acutely to what you say and what you don't say
- Using appropriate tools/techniques to raise your understanding of yourself and others and to put new thinking into action
- Giving you focused and honest feedback
- Challenge you when what you say doesn't seem to match what you do
- Celebrating your accomplishments
- With your agreement, blending coaching, mentoring, and teaching to meet your needs
- Using your body to deepen your insights about what you need and want for the future

In order to do this, we intend to create a coaching space that is safe for you to achieve your outcomes. There may be times in coaching where we have unintended or unwitting impact on each other, as we navigate what is going to work best for you and move between support and challenge. In these cases, to keep the working relationship working well, we encourage you to tell us if this happens so that we can address it in the moment. We will also do the same to ensure that we stay resourced and present with you.

Your commitment – to get the most from your coaching

“As we progress in our career, the only significant changes we can make are behavioural” Marshall Goldsmith

We have learned from previous coaching clients to how to get the full value of this opportunity to really invest in your personal growth. The value from your coaching is in your hands, not the coach's. So here are the top ways we've seen previous clients achieve this:

- The more you put in to your coaching process the more growth and change you will be able to affect. So please bring as much of yourself, your successes, issues, hopes and fears as you can.
- The most valuable thing you can do is to apply the learning that you gain in the coaching sessions in your work and life. By practising we can embed a new approach so that it becomes our new unconscious way of acting – getting it 'in' the muscle.

- The 'experiments' that you create to practice your learning will be the most effective for creating change – so create and commit to these and then reflect on their impact in-between sessions.
- Be honest and open about what you are learning and what is and isn't working for you. We intend to personalise the coaching to you and we can only do this with your guidance.
- Take charge of your learning by creating time for reflection and preparation for coaching sessions. Bring your reflections, feedback, issues, priorities and questions. We start each session by exploring what you need or want.
- Use your colleagues, sponsor, family, friends and coach as support to your coaching process. Engage them in what you are doing and ask for their support and feedback.

We will agree the amount of time we will spend in coaching activities and look to create a purposeful rhythm for learning by setting the coaching activities upfront in our diaries. This gives you a chance to organise yourself to put your learning into practice, reflect and prepare for each activity.

And finally...

A most effective state of mind you can bring to your coaching is one of curiosity – about yourself and about your patterns of thinking and behaviour and about others and their patterns. This will enable you to raise your awareness with less judgement of what is right and wrong, and more interest in the what is happening and why. This will help you to unlock your potential to reach the outcomes that matter to you most.

Now what?

We hope this sounds appealing to you, and if so get in touch so we can book a complementary chemistry session.

"What is the bravest thing you've ever said?" asked the boy.



"Help," said the horse.