

Coaching



AnthemEAP

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Objectives

- Define coaching
- Discuss the qualities and values of coaches
- Describe the coaching process and coaching relationships
- Differentiate between coaching and mentoring, training, and therapy
- Explore why people might engage in coaching
- Provide an overview and details of coaching conversations
- Explain how success in coaching can be measured

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What Is Coaching

The International Coach Federation describes coaching as:

- Partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.
- Coaches believe that every client is whole before the coaching relationship begins, and that each individual is the expert about his or her life.
- Coaches engage in a process of discovery, learning what the client wants to achieve, and aligning with that vision.
- Coaches learn more about themselves and generate solutions and strategies to reach their own goals.
- Coaches hold their clients responsible and accountable.

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What Qualities Do Coaches Possess?

- While everyone is unique, coaches are generally...
- What does a coaching relationship typically look like?



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Why Do People Choose To Be Coached?

- What is the role of a coach?
- What is the role of the individual or team being coached?
- What does the coaching relationship look like?

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Understanding Distinctions

How is coaching different from mentoring, training, and therapy?

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Three Types Of Coaching

- **Directive:** from the outside in; the coach takes charge; the coach tells colleagues what to do to improve, develop, and grow
- **Collaborative:** balanced relationship; the coach and person being coached, co-discover what needs to be done to improve, develop and grow
- **Facilitative:** from the inside out; the coach guides colleagues through a self-discovery process

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Coaching Conversations



- What are the two key phases of the coaching conversation?
- What is foundational coaching?

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Measuring Success

What tools can be used to measure success in coaching?

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Resources

- International Coach Federation www.coachingfederation.org
- International Association of Coaches www.iac.org
- Living Your Best Life Laura Berman Fortgang
- Taming Your Gremlin Rick Carson
- The Art of Extreme Self Care
- Cheryl Richardson
- The Art of Possibility Ben Zander
- DISC www.discprofile.com
- The Platinum Rule Tony Alessandra
- The Strengths Test www.AuthenticHappiness.com

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Evaluation QR Code



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