

What is coaching?

Coaching is an ongoing conversation that empowers you to fully live out your calling – in your life and profession. The goal of coaching is to develop a person who is able to more effectively reflect, correct, and generate new learning. It's learning new ways to learn, listening to your heart, and taking action to reshape your life around that learning.

What coaching is...

Coaching is about you – your goals, your learning and your growth.

Coaching is about learning – rather than telling.

You are the expert on your life. Your coach uses coaching techniques such as active listening, asking questions, encouraging, challenging a bit, and always remaining supportive. All to assist you in discovering insights and taking next steps.

“Coaches are helping clients draw extraordinary maps and build the bridges necessary to make their vision come alive.” P. Sandahl

Coaching is about action – your action.

Each session you will determine 1-3 actions you will take before the next session. You may be surprised how quickly you progress toward your goals.

Coaching is about all of you – not just your work.

We all know that changing old habits and thought patterns are difficult. Your coach recognizes these patterns and will support you as you change and grow.

What coaching isn't

It's not therapy.

Although many of the communication techniques are the same, like active listening, reflecting, use of questions, limited advice giving, etc., therapy focuses on the past to bring healing and unblock a person to move ahead. Coaching is future and action-oriented.

It's not mentoring.

Mentors are experts in a particular field who seek to pass on their expertise to a person. Mentors provide knowledge, advice, guidance, correction, and encouragement to people who are newer and junior—by experience if not by position or age. They may use some

coaching techniques, but mentors play the roles of advisor and teacher to guide and impart knowledge and wisdom.

It's not training.

In training, the trainer sets the agenda. Change comes from outside the participant, ie. the trainer. In coaching, you set the agenda. Coaches use adult learning principles of self-discovery to motivate change from within you.

It's not authoritarian.

Did you have a tough sports coach that used to yell at you and make you do a million push-ups if you made a mistake? That's not professional coaching. Your coach will push you beyond what you might think you can do, but will always be supportive. You are in control. The responsibility to decide and act is yours.

Why does coaching work?

Coaching works because it brings out your best. A coach believes you can create your own best answers, and is trained to support you in that process through listening and asking powerful questions.

Why hire a coach?

The reasons people hire a professional coach are endless, and as unique as the person. Here are a few examples that motivate people to hire a coach.

- To make significant changes
- To better deal with uncertainty
- To make better decisions
- To set better goals
- To reach goals faster
- To become financially more successful
- To get ahead personally
- To have a collaborative partner
- To improve their relationships
- To make a bigger impact on the world
- To be a better leader
- To simplify their lives
- To reduce stress
- To keep up with the speed of life
- To address transitions in location and employment

"Coaches are specialists in helping clients to operate from authentic choice." D. Garlo

How is Christian coaching unique?

Professional coaches, Christian or not, will use the same communication tools. The big difference that I bring to the coaching relationship are Christian beliefs and practices.

“I pray that the eyes of your heart
may be enlightened...”
Ephesians 1:18

If you are a Believer, you have the Holy Spirit. It’s paramount that you listen to what He says regarding your goals, actions and next steps. I will encourage you to listen more to the Holy Spirit and then act. Together we will look at how God has called and equipped you for life and achievement. You can feel comfortable sharing your spiritual needs, doubts, and desires. I will support you where you are and encourage you in the direction you want to grow.

How does a coaching session work?

Coaching is delivered during regular, sessions (weekly, fortnightly or monthly) by telephone, video conference, or in person. Each session is approximately 60 minutes. You bring an agenda of items to work on to the session. We will help you solve problems and make the most of opportunities. We will bring out your best by listening, asking questions, offering advice, expecting a lot, helping you to strategize, and celebrating your wins.

Am I ready for coaching?

Coaching works best when there is a significant gap between what you have and what you want. You need to be willing to change and to experiment with new ways of doing things. Is there a gap and are you willing to experiment?

Use the following self-assessment to get an idea of how ready you are to benefit from coaching. Rate each statement on how true they are for you right now.

5 = “very true” and 1 = “doesn’t describe me right now.”

- 1 2 3 4 5 I’m ready to commit some thought and time to my development.
- 1 2 3 4 5 I have goals, skills, or learning projects I want to achieve.
- 1 2 3 4 5 I could use an honest, outside perspective.
- 1 2 3 4 5 I don’t have time to learn all I need to learn on my own.
- 1 2 3 4 5 I need some additional support in reaching my goals.
- 1 2 3 4 5 The gap between what I have and what I want is large.

1 2 3 4 5 I could use someone to help me focus, challenge me, and hold me accountable to my commitments and dreams.

1 2 3 4 5 I feel overwhelmed trying to keep up with the speed of life.

1 2 3 4 5 I could use more energy-giving relationships in my life.

1 2 3 4 5 I'm willing to make changes to have the life I want.

Add each rating together to get a total figure. _____ Total

Are you ready for coaching?

This only a guide, you are the only one who can say, "I'm ready."

50 – 35 You're ready and would benefit from coaching

34 – 25 You may need to clarify your goals or simplify your life, a coach can help with this

25 – 10 This may not be right time for you to be coached