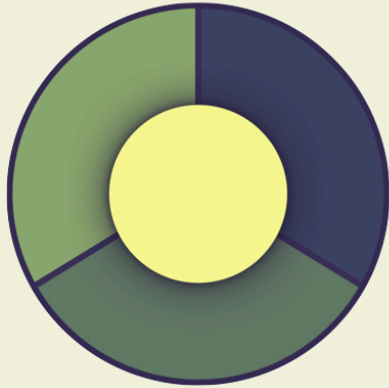


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Coaching 101

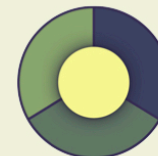
What is Coaching?



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ICF defines coaching as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.

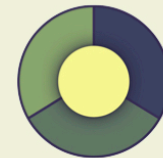
<https://coachfederation.org/about>



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Coaching Is Not

X Consulting

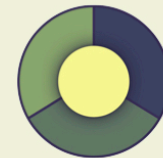


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Coaching Is Not

✗ Consulting

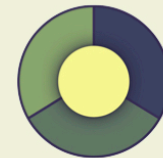
✗ Mentoring



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Coaching Is Not

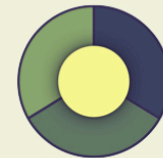
- ✗ Consulting
- ✗ Mentoring
- ✗ Training or Teaching



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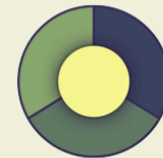
Coaching Is Not

- ✗ Consulting
- ✗ Mentoring
- ✗ Training or Teaching
- ✗ Advising



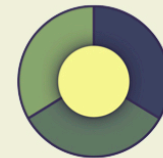
Coaching Is Not

- ✗ Consulting
- ✗ Mentoring
- ✗ Training or Teaching
- ✗ Advising
- ✗ Counseling

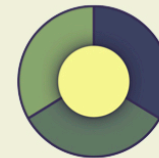


Coaching Is Not

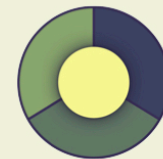
- ✗ Consulting
- ✗ Mentoring
- ✗ Training or Teaching
- ✗ Advising
- ✗ Counseling
- ✗ Friend-ing



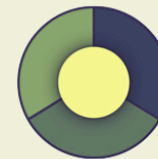
Coaches help clients drive
themselves forward.



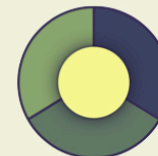
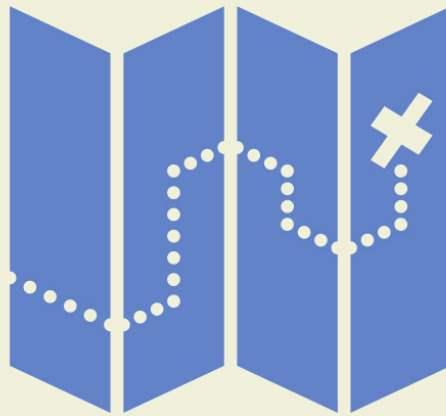
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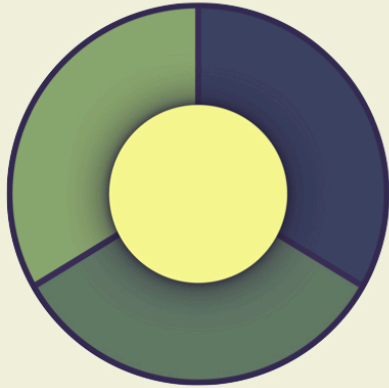
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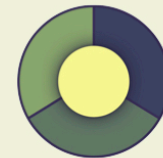


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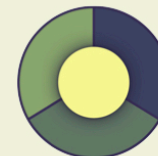
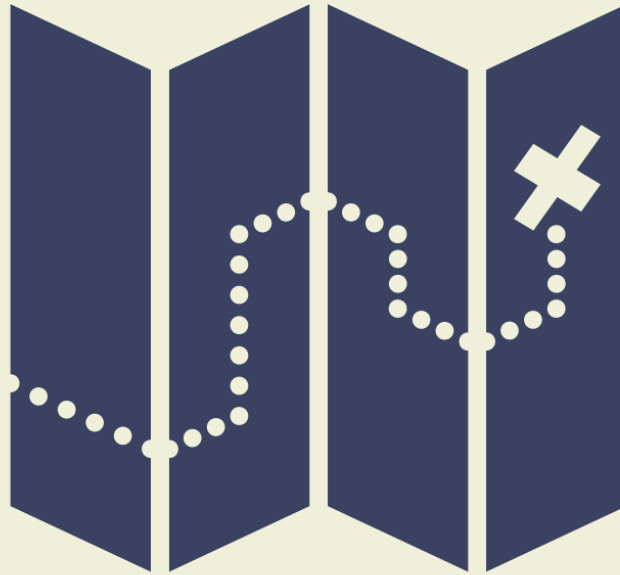


Coaching 101

Coaching Session Structure



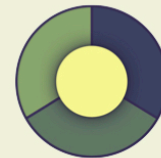
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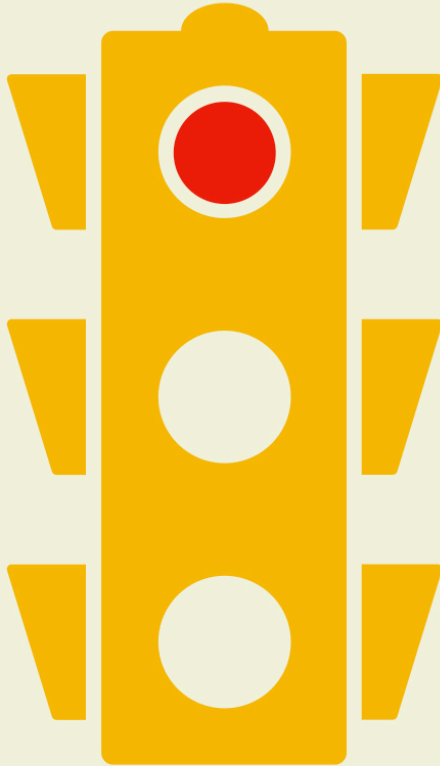
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“Coach helps the client identify, or reconfirm, what s/he wants to accomplish in the session.”

<https://coachfederation.org/pcc-markers>, Competency 2, Marker 1

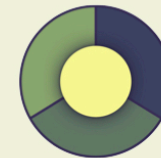


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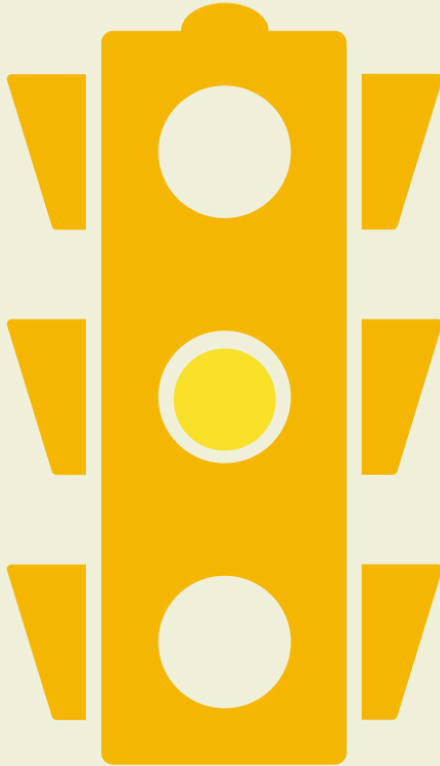


START with the Agreement

Coaching Doesn't Begin
without a Session Agreement



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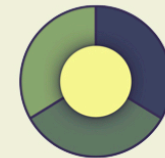
START with the Agreement

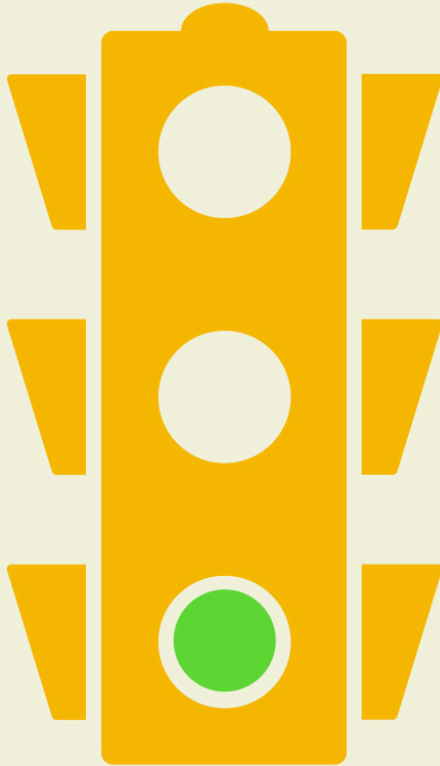
S - **Subject**

T - Potential for **Transformation**

A - **Areas** to Address

R - Measurable **Result** of Session





START with the Agreement

S - **Subject**

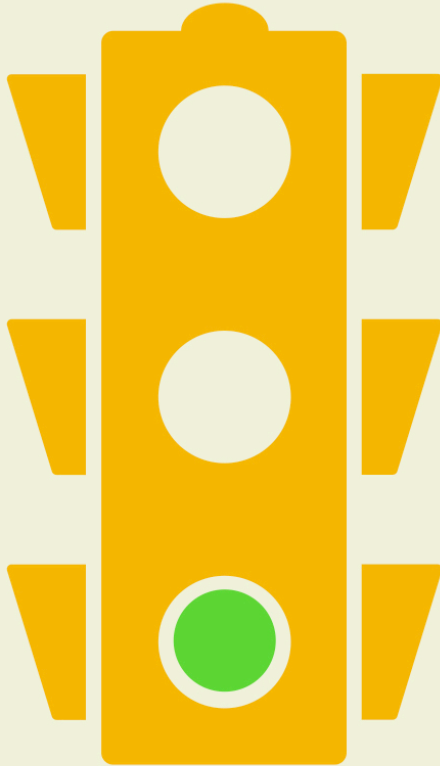
T - Potential for **Transformation**

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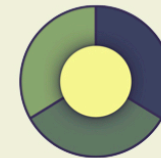
T - **Team-Up!**

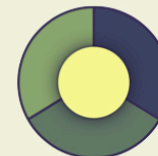




Sample Questions

- What would you like us to focus on today?
- What makes this topic so important to you?
- What difference do you want to see in your life by working on this?
- This is a pretty big topic. What part of this should we focus on?
- As we talk about this topic, what do you want to have in hand by the end of the session?
- What practical takeaway would you like us to work on around this topic?
- What will we need to make sure to cover in order to help you get what you want today?





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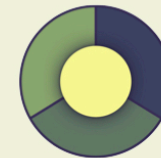


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Create Awareness

Coaching Shines the Light on the Client's Situation and Identity through Questions and Observations.

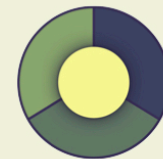


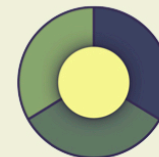
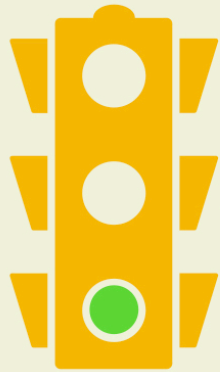
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Sample Questions

- What about this situation is most challenging?
- What do you need to learn in order to be prepared for this situation?
- How do you want your team/family to see you?
- Who do you want to be for them?
- How will you need to grow?
- What stops you from simply doing this right now?
- What would help you begin taking a small step forward?
- What do you care about most when it comes to this situation?
- Why? / Why Not?



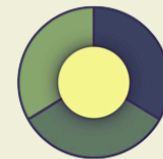


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Taking Actions. Building Plans.

Coaching Helps the Client Move from Gaining Insight to Acting on the Insight. Taking Action Leads to New Learning and Development.

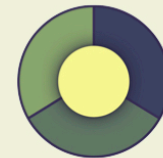


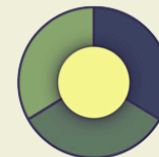
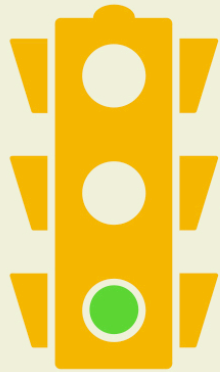
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Sample Questions

- What will you do between this call and our next?
- What action do you want to take now that we have talked things through?
- When will you take this action?
- What could get in the way?
- What could you learn from following through with this action?
- How could you rephrase this action based on what you can do yourself?
- How might you hold yourself accountable to follow through with this action plan?





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