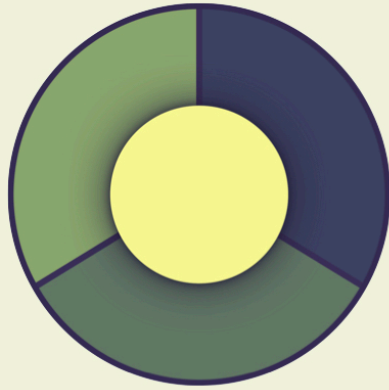


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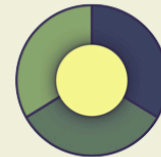


Coaching Agreements 101

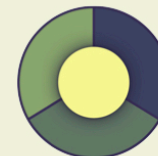
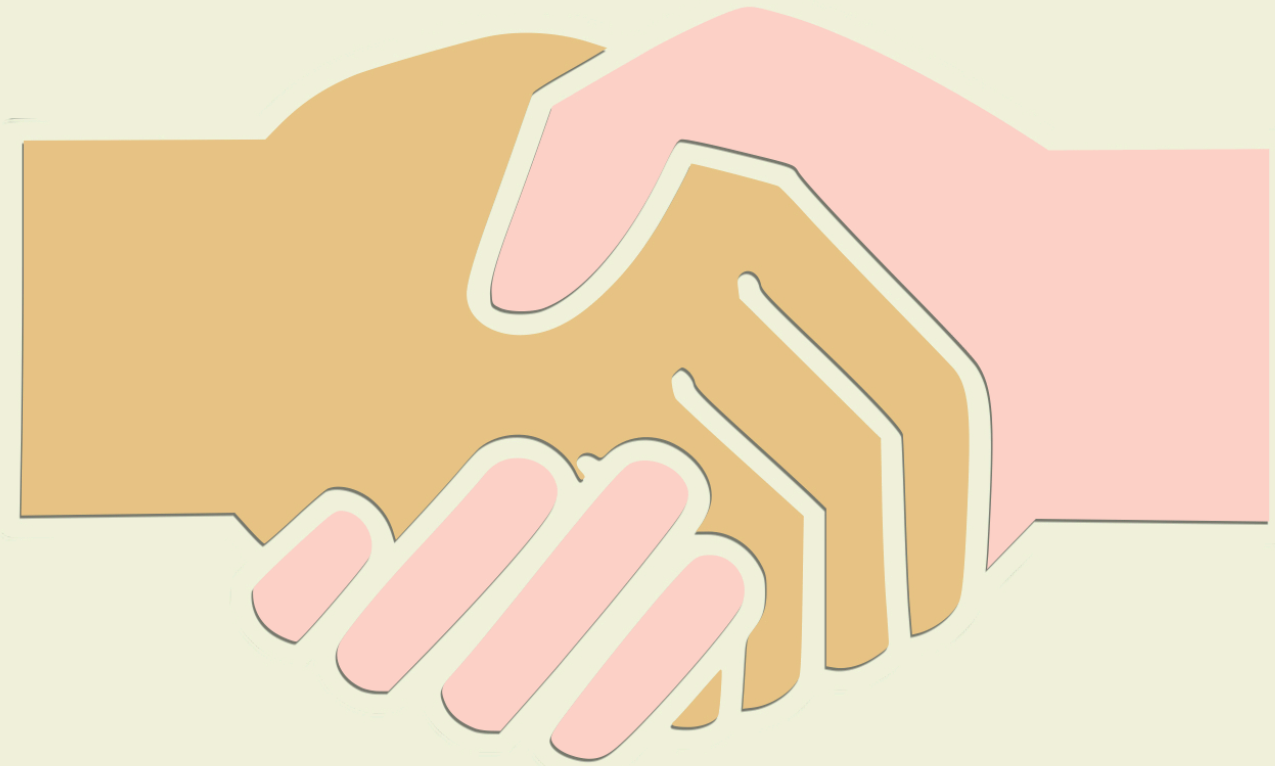
Why Does It Matter?

“Partners with the client and relevant stakeholders to create clear agreements about the coaching relationship, process, plans and goals. Establishes agreements for the overall coaching engagement as well as those for each coaching session.”

<https://coachfederation.org/core-competencies>



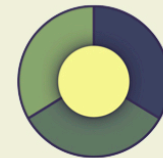
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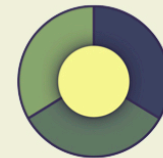
What Needs to Be Established?

1. What is a professional coaching relationship



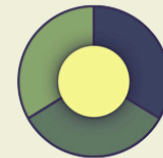
What Needs to Be Established?

1. What is a professional coaching relationship
2. How the relationship will work



What Needs to Be Established?

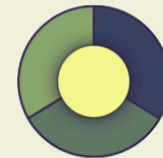
1. What is a professional coaching relationship
2. How the relationship will work
3. Agreement and partnership to be challenged and supported by the coach



Types of Agreements



1. Contract Agreement

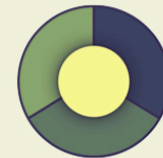


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Types of Agreements



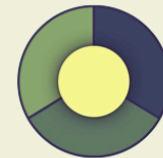
1. Contract Agreement
2. Overall Relationship Agreement



Types of Agreements



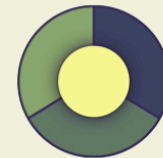
1. Contract Agreement
2. Overall Relationship Agreement
3. Each Session Agreement



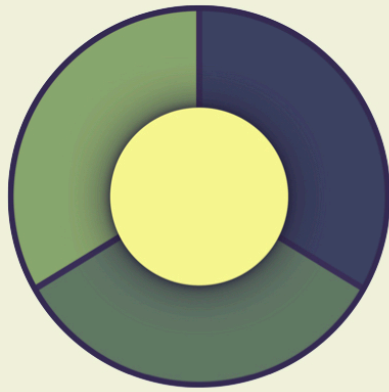
The Coach's Role



1. The Client Set's the Direction
2. The Coach Supports the Discovery and Co-Creation of the Direction



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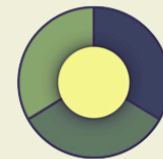


Coaching Agreements 101

START with Markers of Success

“Partners with the client and relevant stakeholders to create clear agreements about the coaching relationship, process, plans and goals. Establishes agreements for the overall coaching engagement as well as those for each coaching session.”

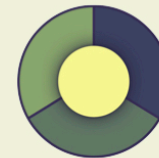
<https://coachfederation.org/core-competencies>



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Establishing a Coaching Agreement: Markers of Success

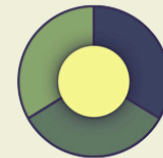
1. Subject for Today's Session

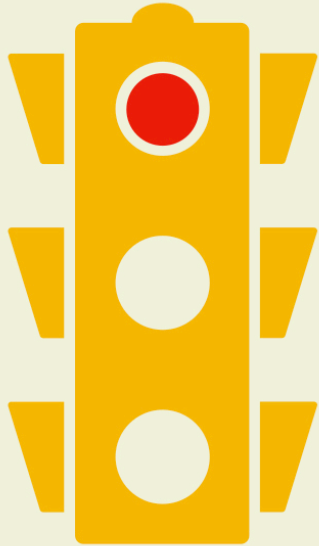


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Establishing a Coaching Agreement: Subject Questions

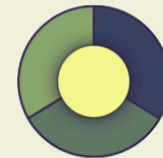
- How would you like us to get started today?
- Based on your learning from action...what would you like to focus on today?
- What is most important for us to focus on today?





START with the Agreement

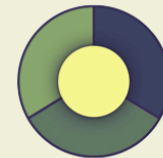
Coaching Doesn't Begin
without a Session Agreement



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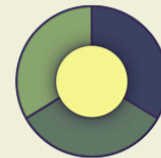
Establishing a Coaching Agreement: Markers of Success

1. Subject for Today's Session
2. Result and Measurable Outcome



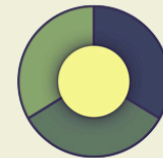
Establishing a Coaching Agreement: Result Questions

- As we talk about _____, what would you like by the end of the session?
- What practical takeaway do you want from today's session?
- What type of takeaway do you want by the time we are done today?



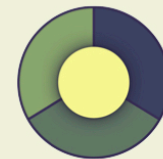
Establishing a Coaching Agreement: Markers of Success

1. Subject for Today's Session
2. Result and Measurable Outcome
3. Top of Mind and Potential for Transformation



Establishing a Coaching Agreement: Top of Mind/Transformation Questions

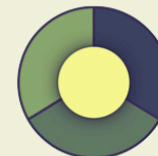
- What makes this the topic for us to work on today?
- What makes this important for us to spend time discussing?
- As we work on this, what difference do you want to see in your life?
- Who will you be able to be if you work on this topic?



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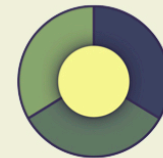
Establishing a Coaching Agreement: Markers of Success

1. Subject for Today's Session
2. Result and Measurable Outcome
3. Top of Mind and Potential for Transformation
4. Areas to Address



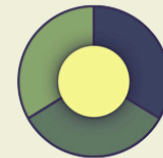
Establishing a Coaching Agreement: Areas to Address Questions

- Wow, this is a big topic. What part is most important today?
- What will we need to chat about to work on this topic?
- What are some of the things we need to address to help you think and plan around this situation?



Establishing a Coaching Agreement: Markers of Success

1. Subject for Today's Session
2. Result and Measurable Outcome
3. Top of Mind and Potential for Transformation
4. Areas to Address
5. Teaming Up with the Client



Establishing a Coaching Agreement:

START with the Agreement

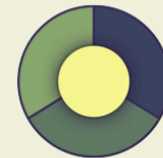
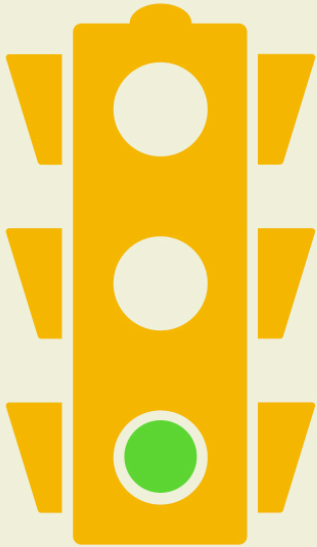
S - Subject for Today's Session

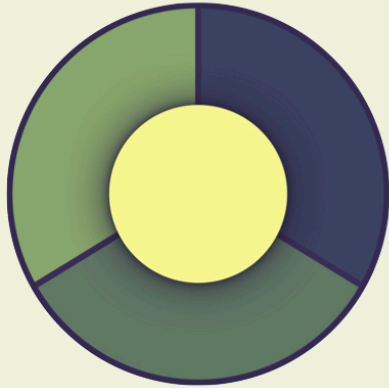
T - Top of Mind and Potential for Transformation

A - Areas to Address

R - Result and Measurable Outcome

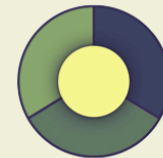
T - Teaming Up with the Client



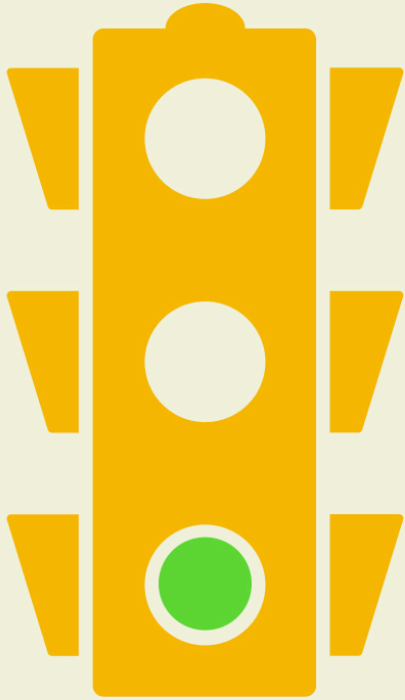


Coaching Agreements 101

START for the Relationship



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START with the Agreement

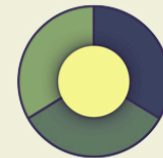
S - **Story**

T - Potential for **Transformation**

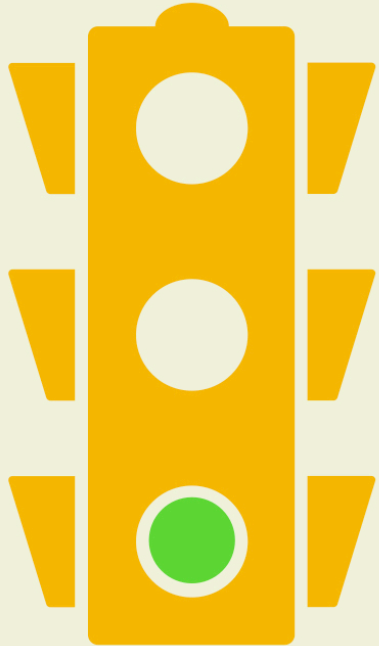
A - **Areas** to Address

R - Measurable **Result** of Session

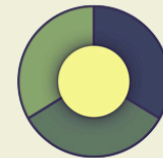
T - **Team-Up!**



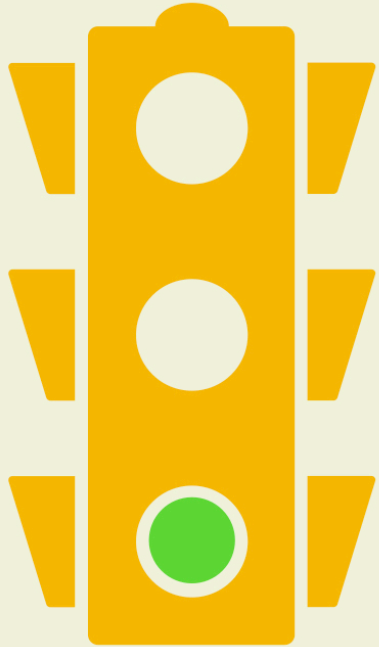
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1. Explore the **Story**

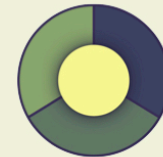


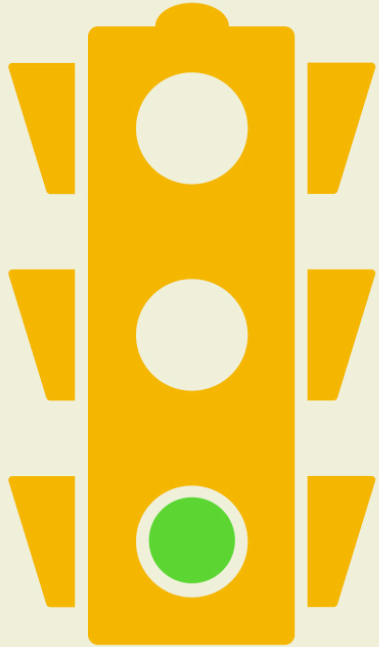
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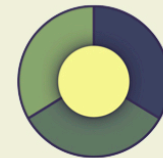
Sample Questions: Story

- What's been your experience so far in your professional journey?
- What is your experience like now?
- Where do you see your self going in the future?
- What is the biggest challenge you will need to overcome?
- How do you see coaching supporting this journey?
- What do you want to get out of coaching?

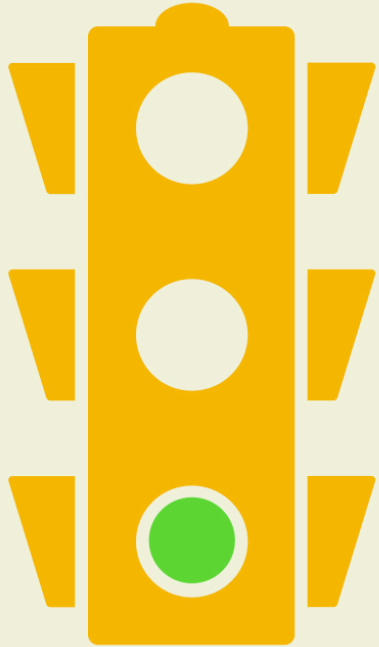




2. Potential for **Transformation**

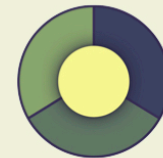


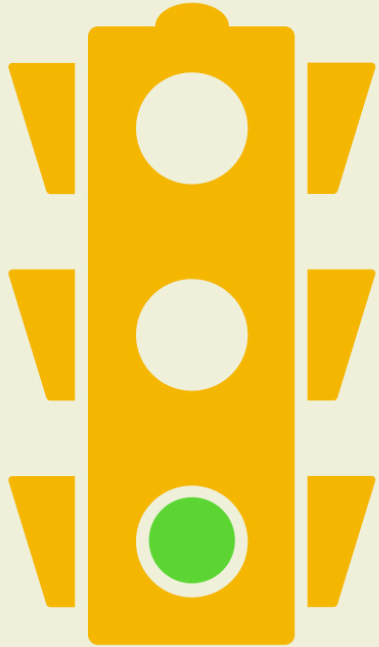
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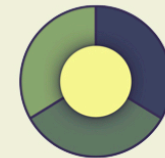
Sample Questions: Transformation

- What is the significance of this journey?
- Why is this important to you?
- What is so important about seeing this shift in your life?
- What do you want to see change by pursuing this journey?
- How do you want to have changed as a human being through this journey?

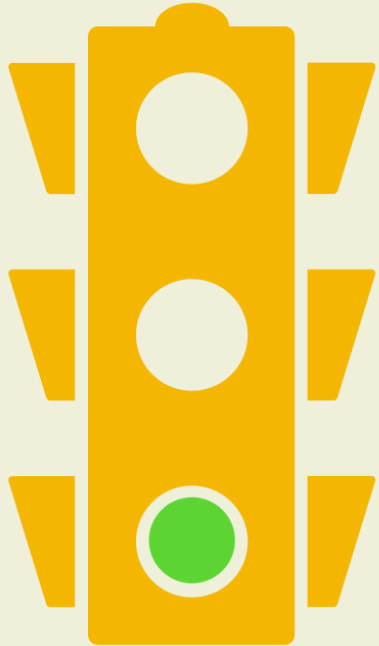




3. **Areas** to explore

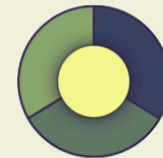


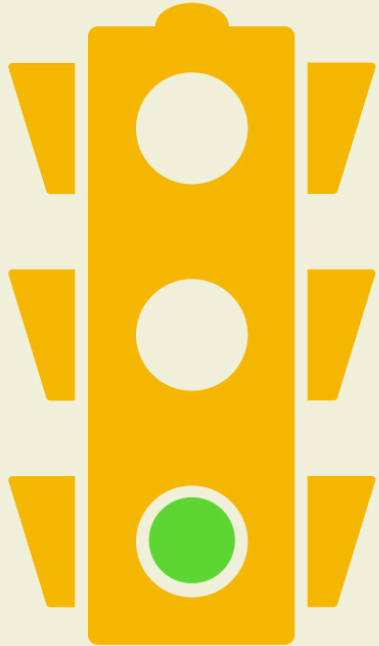
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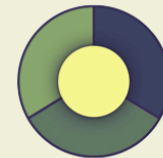
Sample Questions: Areas

- Over the length of our coaching, what are some of the sessions going to need to cover?
- What are some of the skills you most want to work on to help you get there?
- What are some of the pieces of the puzzle we need to work on to build the big picture over the next 6 months?
- NOTE: Take notes on these areas to address for future reference.

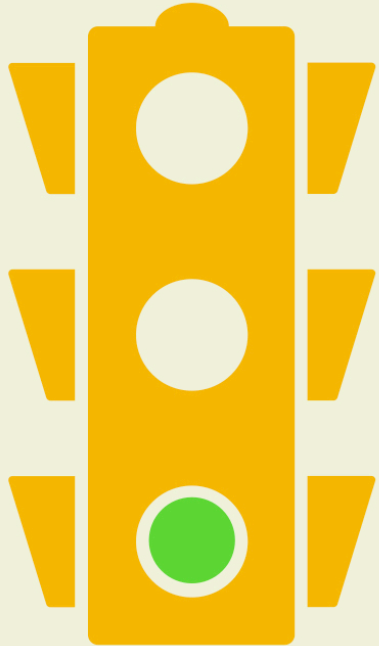




4. Measurable **Result**

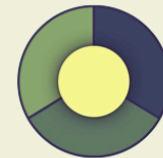


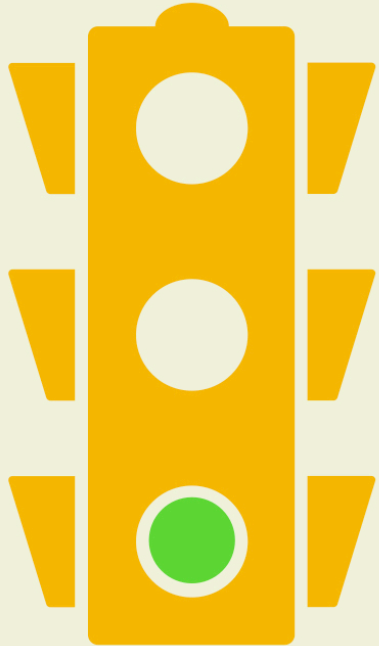
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Sample Questions: Result

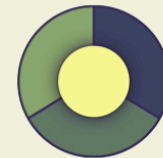
- What is the specific target you want to hit by the end of the coaching arrangement?
- How would you like to measure the success of the coaching as we work on these topics?
- As you consider your role in the change you want, what are going to be some milestones that help you know you are personally on track?

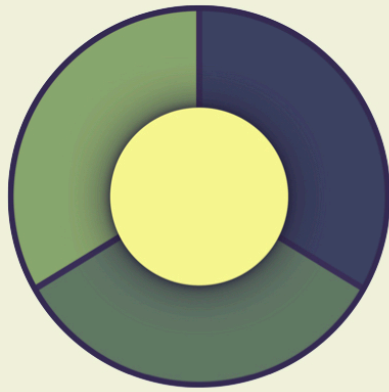




5. Teaming Up with the client

- If the session has about 5-10 minutes remaining after establishing the relationship agreement:
 - Ask questions about what the client would like to start with by the next coaching session
- If the session has 20 minutes or more:
 - Begin a START process to set a brief session agreement with your remaining time.

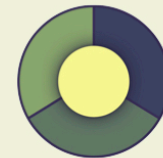




Coaching Agreements 101

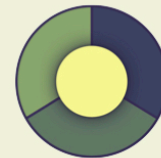
Coaching the I Don't Knows

When the coach doesn't set a coaching agreement, the coach is in charge of knowing what is of most value to the client



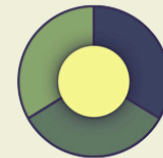
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Coaching helps people grow
through the uncomfortable
spaces in a very safe way.



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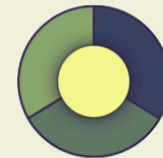
Coaching the I-Don't-Knows



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Coaching The I-Don't-Knows

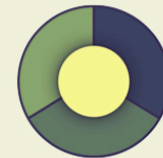
1. Always start with the agenda setting questions!



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Coaching The I-Don't-Knows

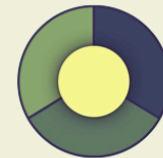
1. Start with the Agenda Setting Question!
2. Give 5 second pause after an "I don't know."



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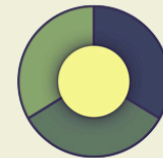
Coaching The I-Don't-Knows

1. Start with the Agenda Setting Question!
2. Give 5 second pause after an "I don't know."
3. Ask a question that narrows the scope



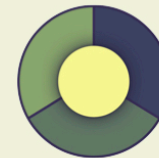
Narrowing the Scope

1. What is the most important challenge based on what we have been talking about?
2. What would you like to see happen next with your professional development? (Relationship Agreement)
3. What are you after over the next 3 years? (Relationship Agreement)
4. Based on the original agreement, what is the next step in that journey?



Coaching The I-Don't-Knows

1. Start with the Agenda Setting Question!
2. Give 5 second pause after an "I don't know."
3. Ask a question that narrows the scope
4. Offer 3-4 options with a handing off, "Which of these would you like to look at, or is it something else?"



Coaching The I-Don't-Knows



1. Start with the Agenda Setting Question!
2. Give 5 second pause after an "I don't know."
3. Ask a question that narrows the scope
4. Offer 3-4 options with a handing off, "Which of these would you like to look at, or is it something else?"
5. Review the nature of the coaching relationship

