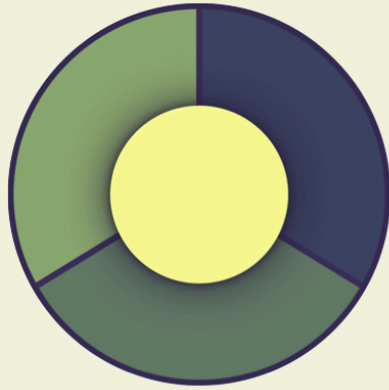


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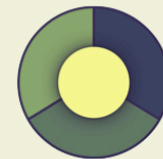


Co-Creating the Relationship 201

Coaching with Confidence

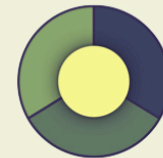
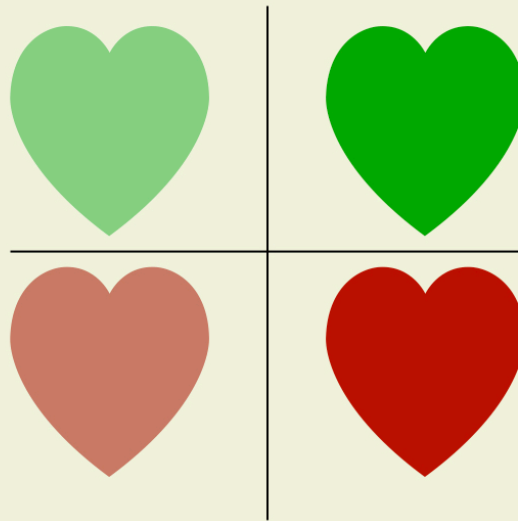
“Coaching Presence–Ability to be fully conscious and create spontaneous relationship with the client, employing a style that is open, flexible and confident.”

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



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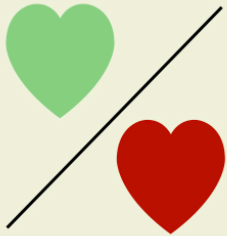
Coaching Confidence Impacts Client Experience



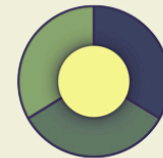
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Detractor #1:

I don't know how to solve this problem

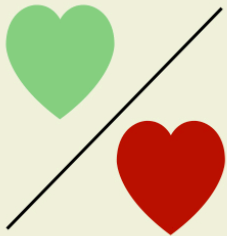


- This happens when the coach is nervous about how to best leverage their own problem solving ability.
- Coaches in this space then to use language like: "Have you tried...?" "Have you thought...?" etc.

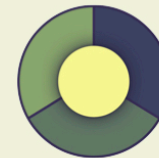


Detractor #1:

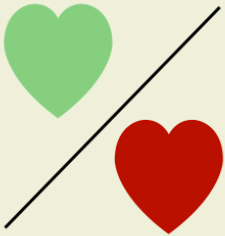
I don't know how to solve this problem



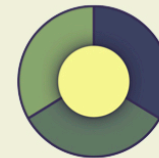
- This happens when the coach is nervous about how to best leverage their own problem solving ability.
- Coaches in this space then to use language like: "Have you tried...?" "Have you thought...?" etc.
- **Counterpoint:** We are in the business of helping clients grow in their ability to create solutions where there are no clear answers.



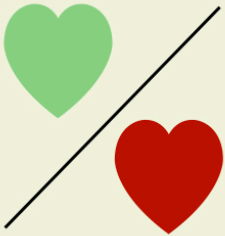
Detractor #2: That wasn't the right question



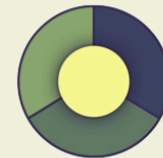
- This happens when the coach is focused more on their performance instead of the client's experience.
- Coaches in this space tend to self-correct, repeat and stack questions.



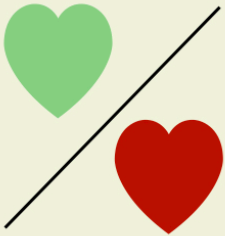
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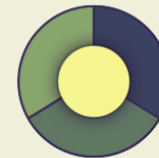
- This happens when the coach is focused more on their performance instead of the client's experience.
- Coaches in this space tend to self-correct, repeat and stack questions.
- **Counterpoint:** We can trust the coaching process and the client. The client is creative and intelligent enough to work with poor question or let us know if we need to try again.



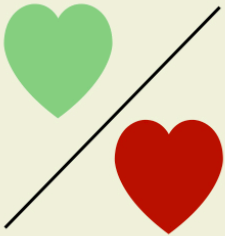
Detractor #3: I can't say that to the client!



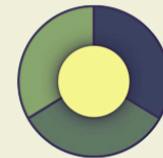
- This happens when the coach is concerned more about hurting feelings than helping the client.
- Coaches in this space tend to avoid challenging, asking tough questions and leading the client.



Detractor #3: I can't say that to the client!

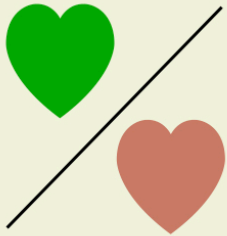


- This happens when the coach is concerned more about hurting feelings than helping the client.
- Coaches in this space tend to avoid challenging, asking tough questions and leading the client.
- **Counterpoint:** Coaches are not paid to avoid discomfort, but to help the client stretch towards their desired outcome.

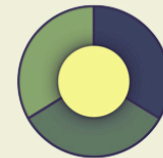


Contributor #1:

I know this coaching process can be messy



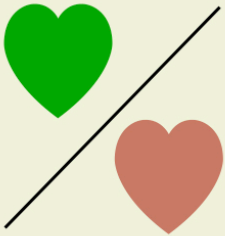
- Confident coaches acknowledge the mistakes and misses as part of the exploration
- Coaches with this mindset are able to recover quickly and work from a place of creativity
- **Reminder:** The adventure of coaching is messy. That's what makes it a journey worth taking!



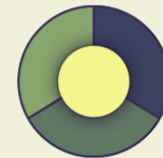
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Contributor #2:

The struggle creates solutions

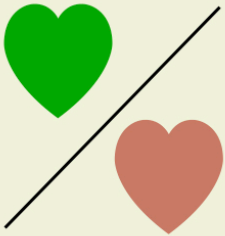


- Confident coaches have experienced the value of ambiguity and challenging exploration in a session.
- The coach is present to help support a client in a safe space for creative thought.
- **Reminder:** The toughest problems cannot be solved without a struggle.

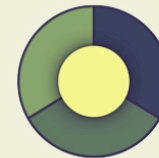


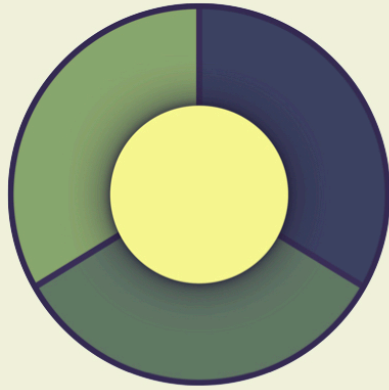
Contributor #3:

The client is the expert!



- Confident coaches ask the expert when they get stuck.
- The client is the best resource to help guide where a conversation should go next. This is done by asking check-in and deferring questions.
- **Reminder:** I'm not the expert on the client's agenda. They are!

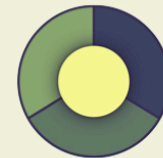




Co-Creating the Relationship 201

Demonstrating Focus on the Client

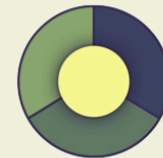
Demonstrating Focus on the Coach



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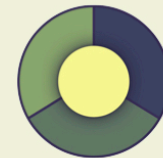
Focus Is on the Coach

1. Informational questions



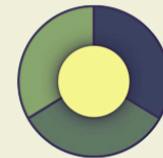
Focus Is on the Coach

1. Informational questions
2. Explaining questions



Focus Is on the Coach

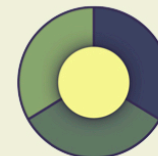
1. Informational questions
2. Explaining questions
3. Not using client's inputs



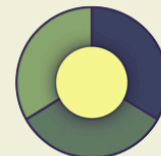
Focus Is on the Coach



1. Informational questions
2. Explaining questions
3. Not using client's inputs
4. Focus on the coach's ideas



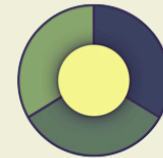
Demonstrating Focus on the Client



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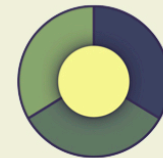
Focus Is on the Client

1. Acknowledging client work



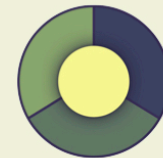
Focus Is on the Client

1. Acknowledging client work
2. In-the-moment questions



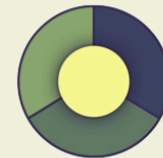
Focus Is on the Client

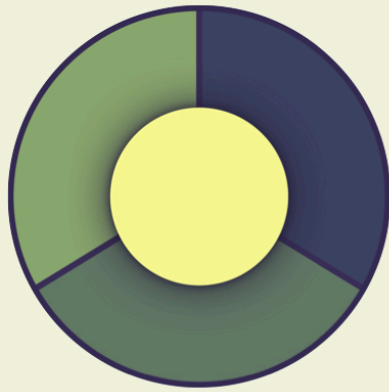
1. Acknowledging client work
2. In-the-moment questions
3. Eye contact and less notes



Focus Is on the Client

1. Acknowledging client work
2. In-the-moment questions
3. Eye contact and less notes
4. Focus on the client's ideas

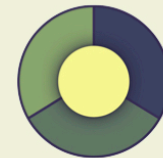




Co-Creating the Relationship 201

Risk Taking

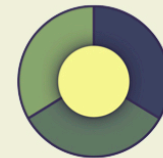
A Coaching Relationship Is Built on Creativity and Risk Taking



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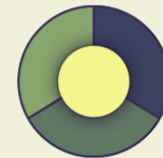
#1 Interpretive Observations

- We want to avoid an approach that primarily focuses on the coach's interpretation.
- It is also important to offer interpretation with the invitation for the client to share their thoughts.

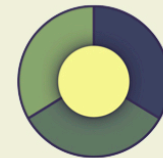


#2 Offering a Challenge

- Coaches need to be willing to challenge a client's patterns, mindsets and language for their growth.
- Coaches can offer a challenge based on their intuition. However, when offering a challenge, the coach should always allow the client to interpret/respond to the challenge.



#3 Longer Silence



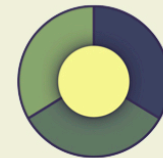
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#4 Creative, Incomplete Questions

- Coaches can ask questions that clearly do not have a clear expected response.
- These simple questions can be based on the client's language and provide extra space for the client to interpret how they might respond to the question.



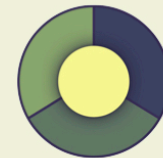
**Risks
Taken!**



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#5 Offer Figurative Language

- It's always best for the coach to leverage the client's metaphors and analogies.
- When a client isn't using figurative, the coach can introduce a metaphor, analogy, etc. to help the client better visualize their thoughts.
- Again, we want to allow the client to interpret and co-create the figurative language for themselves.

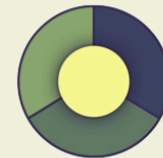


#6 Co-Create Tools and Frameworks



**Risks
Taken!**

- MCC Coaches are expected to offer tools while encouraging the client to edit and adjust the tool for themselves.
- This requires trust in the client's ability to be creative in a session.



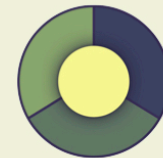
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#7 Co-Create Questions

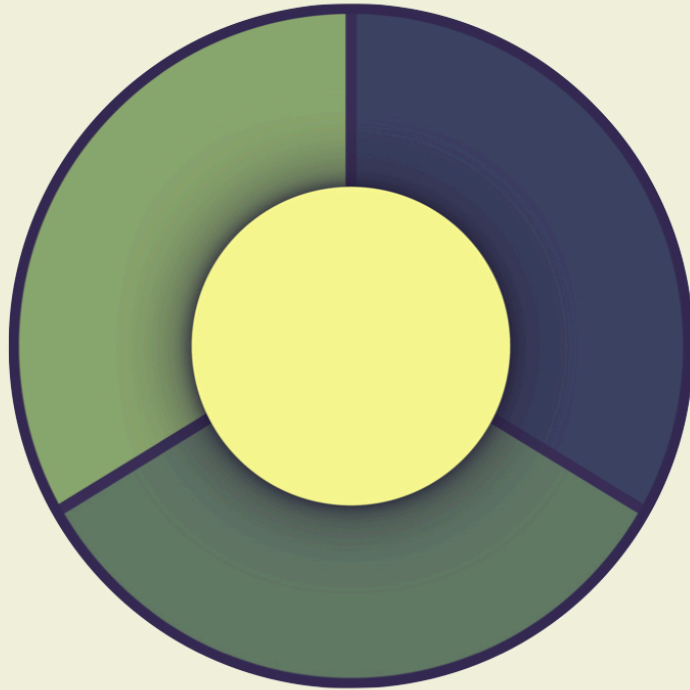
- Coaches are very comfortable asking powerful questions. What happens when the coach offers space for the client to create their own questions to ask themselves.
- “What question should we ask next?”



**Risks
Taken!**

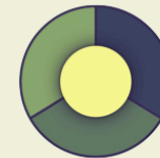


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Taking Risks in Coaching



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