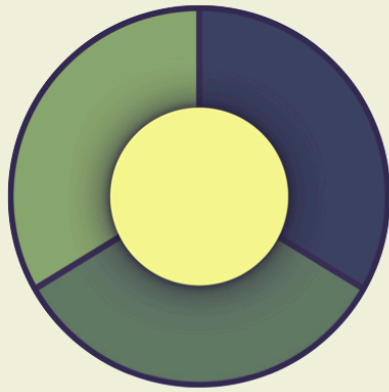


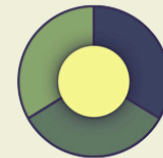
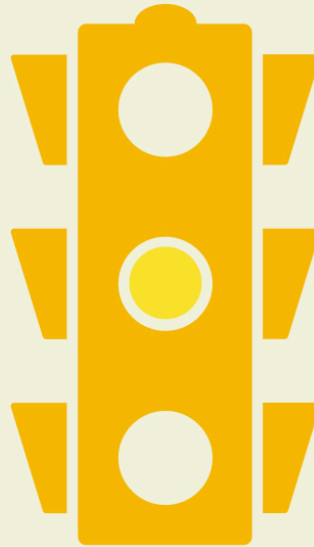
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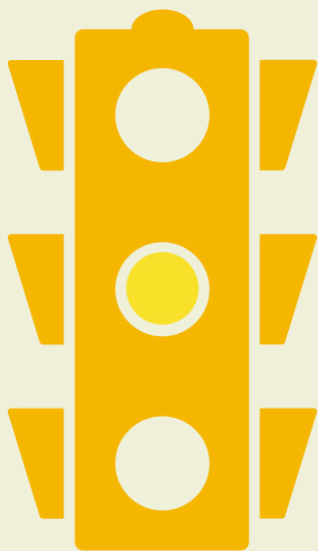
Challenges in Setting the Coaching Agreement

The Client Is Extra Talkative

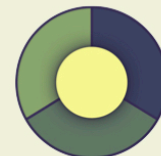


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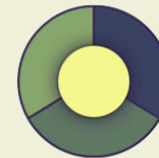
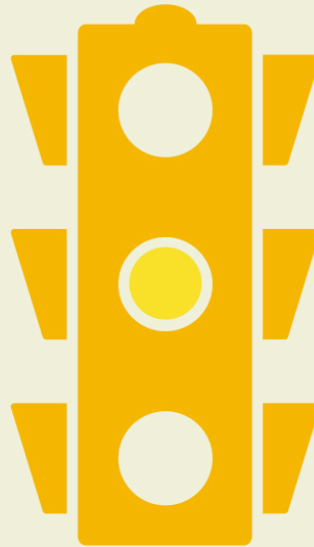
The Client Is Extra Talkative



1. Interrupt well
2. Share intention to clarify direction of the coaching session.
3. Reflect on Areas and/or Result

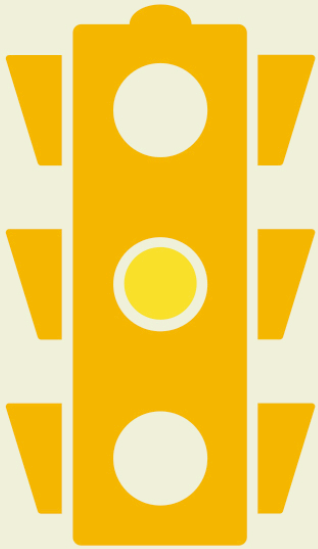


The Client Is Consistently Extra Talkative

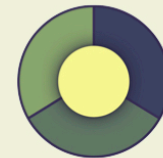


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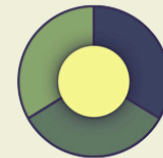
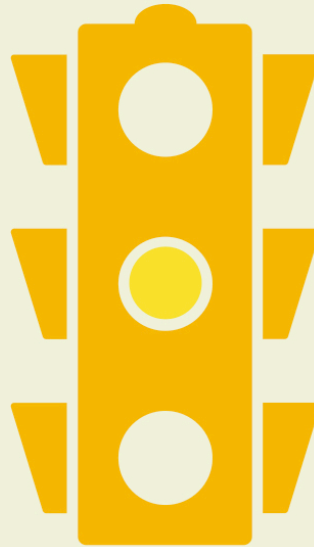
The Client Is Consistently Extra Talkative



1. Let the client know about need to discuss making the most of coaching
2. Reiterate the nature of coaching and need of less focus on details
3. Co-design an interrupting process

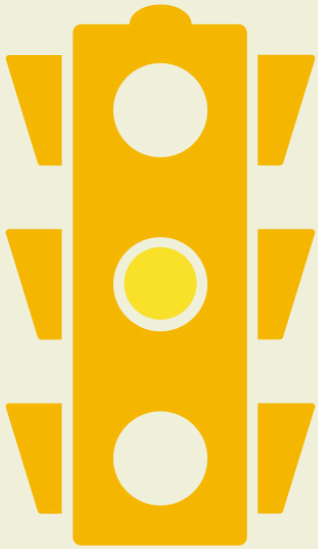


The Client Is Not Talkative at All

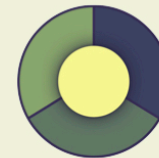


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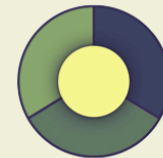
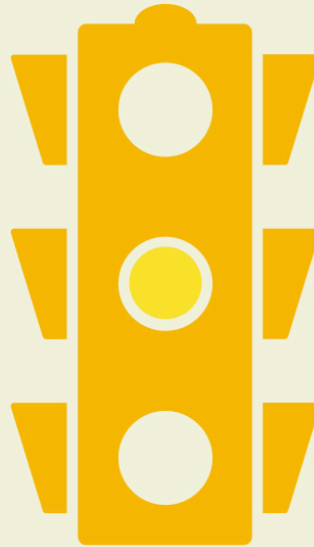
The Client Is Not Talkative at All



1. Follow the process of coaching the "I Don't Know's"
2. Leverage silence, and clarify the purpose of the silence
3. Consider highlighting their lack of responsiveness and ask questions around the pattern.

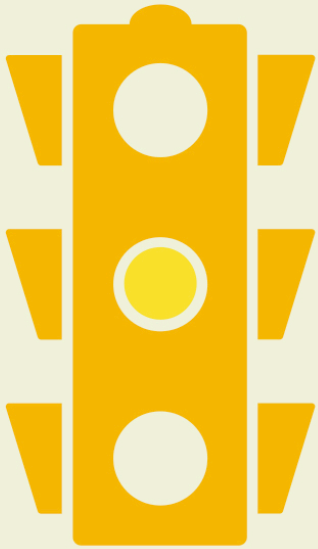


Coach Is Not Clear on Details

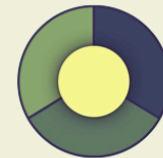


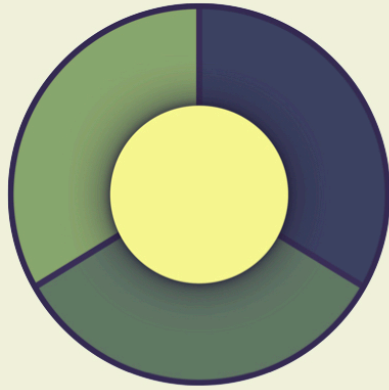
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Coach Is Not Clear on Details



1. **Grow in being comfortable with ambiguity while trusting the client.**
2. **"How much should I know about the situation to best help?"**
3. **Ask exploration questions on T/A/R and/or significance of client language**

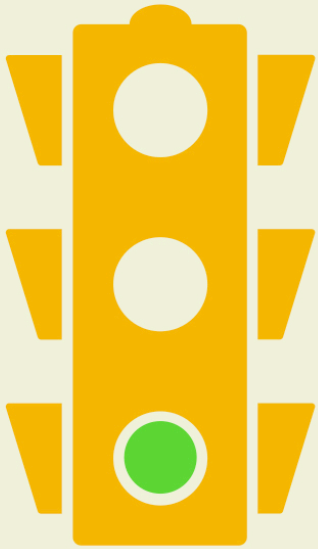




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The Burden of No Result

Setting the Coaching Agreement



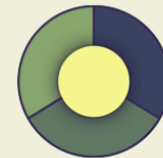
S - **S**ubject for Today's Session

T - Potential for **T**ransformation

A - **A**reas to Address

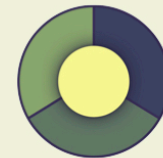
R - **R**esult and Measurable Outcome

T - **T**eaming Up with the Client



Result:

Where is this conversation headed?

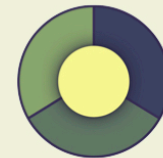


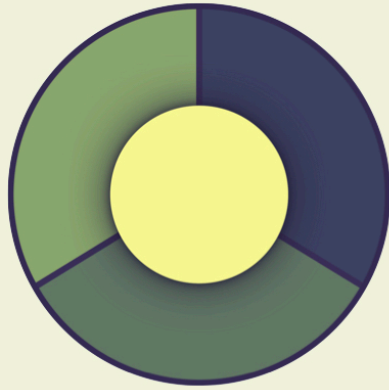
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No Result Recovery



1. Have we established the measurable result?
2. If not, partner to pause and recover.
3. Then ask a question or two to uncover the measurable result.

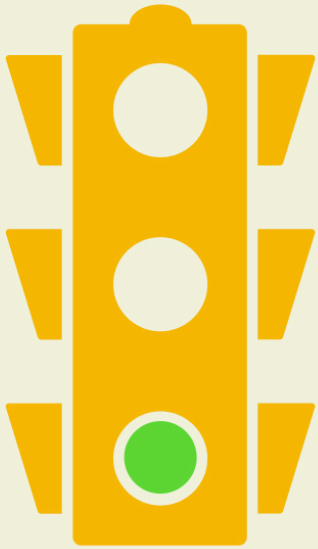




Coaching Agreements 201

A Full Agreement

Step By Step Agenda Settings



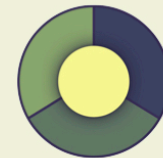
Step 1: **S** - **S**ubject for Today's Session

Step 2: **T** - Potential for **T**ransformation

Step 3: **A** - **A**reas to Address

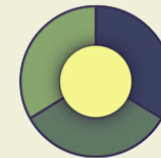
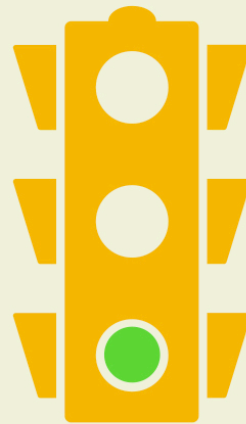
Step 4: **R** - **R**esult and Measurable Outcome

Step 5: **T** - **T**eaming Up with the Client



How can I focus less on a step by step process, and be more natural in my agenda setting?

?



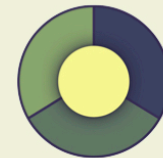
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1. What is next needed to make
this a full agreement?

Transformation?

Areas?

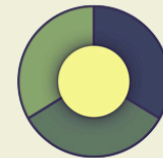
Results?

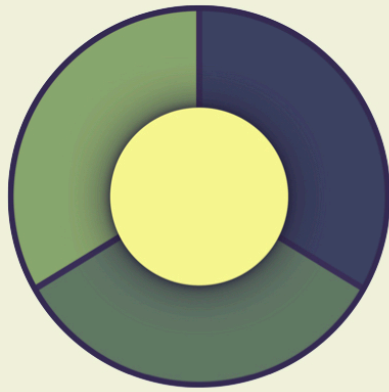


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2. What has already come up naturally?

Instead of asking the next sequential question, confirm what they have already expressed.



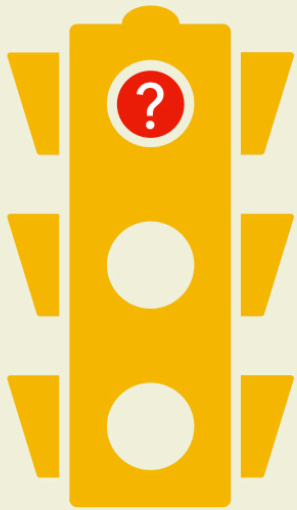


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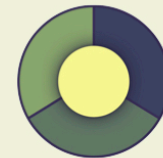
Addressing Skepticism

Common Questions and Concerns

1. Have you ever done my work before?

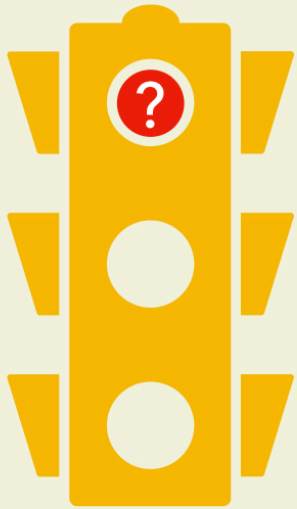


- Re-clarify the nature of coaching
- Also focus on any experience you have had working with professionals like them.

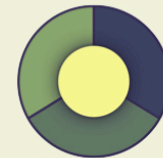


Common Questions and Concerns

2. I'm not a poor performer!

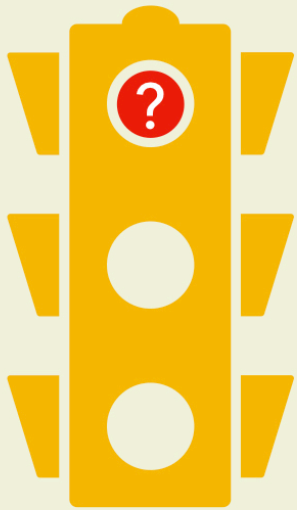


- Reiterate the developmental nature of coaching (as opposed to remedial)
- Express the concept of pushing towards 1% areas of improvement.
- Consider the analogy of Olympic Coaching

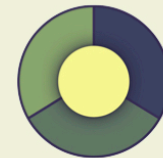


Common Questions and Concerns

3. Counseling hasn't worked in the past.

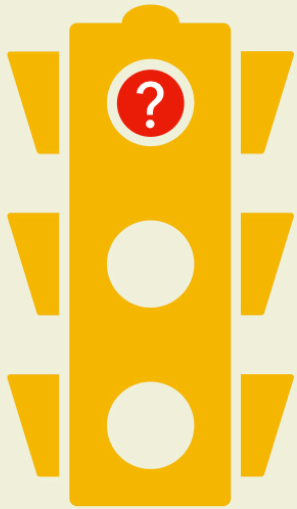


- Acknowledge how coaching can seem similar, but highlight differences.
- Clarify how coaching pushes towards optimal stress and flow instead of seeking healing.
- Also highlight how the coach can adjust the approach.



Common Questions and Concerns

4. Have you coached someone similar?



- Highlight experience as you can. Be honest if this is a unique situation (this is where coaching can work best!).
- Share that you are trained to leverage tools/resources that may be helpful.

