

Session 8: What is coaching?

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Today we are exploring

- Benefits of coaching for the coachee, for the coach and for their wider community
- Examples of benefits of coaching in parenting context
- Costs and benefits - financial, social, emotional
- Transformational listening

Benefits of coaching for the coachee

- ✓73% of coaching clients say that coaching helps them improve their relationships, communication skills (72%), interpersonal skills (71%), work performance (70%), work/life balance (67%), and wellness (63%). (2009 ICF Global Coaching Study)
- ✓According to a study, individual and group coaching can help to reduce procrastination and facilitate goal attainment. (Frontiers in Psychology)
- ✓Coaching has positive side effects on performance and skills, wellbeing, coping, goal-directed self-regulation, and work attitudes. (The Journal of Positive Psychology)
- ✓Coaching can have a relatively big effect on coaching clients' coping capacities and resilience, attitudes, subjective wellbeing, goal attainment, and performance. (The Journal of Positive Psychology)
- ✓Wellness coaching can reduce depressive symptoms, perceived stress levels, and improve quality of life and physical, emotional, social, cognitive, and spiritual functioning. (Mayo Clinic

https://www.luisazhou.com/blog/life-coaching-statistics/

Benefits of coaching for the coach

- How to develop a visionary narrative
- How to generate multiple possibilities or options
- Gain clarity about what to prioritise and focus on the goals that really matter
- How to better understand self and others
- Deep listening to build trust
- Improving the clarity and impact of communication and feedback
- Developing a solution focused mindset through a process of enquiry and discovery
- Enabling learning through ongoing reflection
- Connecting to intrinsic motivation as a way of generating and sustaining action
- Offering a healthy balance of support and challenge in managing progress

Benefits for the coach continued

- ✓Coaching gives additional tools and skills to work with different people.
- ✓Coaching provides career progression particularly useful for those interested in human dynamics
- ✓Coaching also plays an important part in a portfolio career. It may be combined with other work, training or support
- ✓Helps us to become the best version of ourselves as we explore our own values, beliefs and behaviours
- ✓Greater agility: the ability to reflect, learn and adapt
- ✓Resilience: the ability to change combined with an ability to sit comfortably in the midst of considerable change

Benefits to the wider community

Benefits to everyone who knows the coach and the coachee

- ✓Children
- ✓Partner
- ✓Parents
- ✓Friends
- ✓Professionals



Benefits of coaching for parents

Case study: Parent A

- Dysregulated, difficult to connect with child, very set ideas about parenting, not meeting own expectations
- Learned more about what the behaviour of their child could mean, explored connection, explored own self care – transformational

Case Study: Parent B

- ✓Difficulty saying no / boundaries, challenges with friends and 5 children, no space for herself, lost track of what was important
- ✓Explored healthy boundaries with friends and family, learned how to communicate more effectively, remembered what she liked, was more happy as a person and as a mother

Costs and benefits – financial

Costs	Benefits
Investment for coachee: £50 per hour, £100 per hour, £150 per hour+	Coach gets to decide
Depends on the coach – what they need to earn to make it viable	Can be flexible and fit with coach's needs
Can be 1-2-1, group, monthly membership – such as action learning set	Can be a few different ways to earn money
Can be a sliding scale depending on affordability – some pay what you can afford?	Meets coach's values while earning an income

Costs and benefits – social

Costs	Benefits
Takes time to run sessions	Coach gets to decide
Takes time to promote what you are doing	Can be flexible and fit with coach's needs
Can take emotional energy – can also rejuvenate	Inspiring to work with inspiring people and people are inspiring!
Stops you doing other things	Meets coach's values while earning an income

Costs and benefits – emotional

Costs	Benefits
Can trigger stuff you weren't aware of	Can trigger stuff you weren't aware of!
Difficult to see people in difficult situations	Supervision and support from other coaches helps a lot
Difficult not to share with others	Inspiring to work with inspiring people and people are inspiring!

Dual listening – what to do with what you notice

- ✓Notice
- ✓Get grounded – feet flat on the floor, body scan
- ✓Deep breath
- ✓Imagine a container that can hold it all
- ✓Decide what needs to be spoken now and what needs to wait for after the session – write down note to self if needed
- ✓Loo break, water break, I'd like to just take a moment to breathe
- ✓Ask a question – open and vague – what do you notice? How does this feel for you?

Transformational listening can be verbalised

- **Paraphrasing**: restating what someone has said in order to communicate your attention and understanding of it.
  - "It sounds to me that you have been reluctant to share these concerns with your child. Is that right?"
- **Requests for clarification:**
  - "What do you mean when you say your child is 'lashing out'?"
- **Conversational uptake:** building on the contribution of the speaker by acknowledging, repeating, or elaborating.
  - "Talking to your dad was a good first step."
- **Asking questions and follow-ups:**
  - "What happened after you spoke to your dad?"

https://www.psychologytoday.com/gb/blog/finding-a-new-home/202212/a-science-based-guide-to-becoming-an-amazing-listener