Co-Active Coaching Principles

If the beliefs are the container of the coaching relationship, the heart of the co-active coaching model is made of its three principles

1. Fulfilment: what fulfilment means is deeply personal to the coachee. It evolves with the coaching relationship and can become deeper and more meaningful over time

2. Balance: coaching for balance focuses on widening the range of perspectives for the coachee, adding more choices; balance is not a goal in itself, but the coach will check in with the coachee to review if they are going towards balance or away from it.

3. Process: the journey is more important than the destination. The coach can bring learning and awareness into the coaching relationship. The coach will meet the coachee wherever they are in their process, in their journey, highlighting the road ahead in the direction of the intended destination.

Adapted from
Co-Active Coaching, Fourth Edition, by Henry Kimsey-House, Karen Himsey-House, Phillip Sandhal, Laura Whitworth