Creating Space For You
Coaching Principles

These coaching principles underpin and guide Creating Space For You. This includes all aspects of our work including:

- One-to-one coaching sessions
- Group coaching sessions
- Training courses that we deliver about and involving coaching

We honour these principles, adapted from the Co-active Coaching Model*, as the foundations of our approach, supporting the coachee towards fulfilment and balance.

PRINCIPLES THAT FOCUS ON THE COACHEE

The coachee is naturally whole

From our perspective, nothing is wrong or broken within the coachee and there is no need to fix them. The coach is simply supporting the coachee to discover, uncover and explore the individual person that they already are.

The coachee is naturally creative

The coachee has access to natural creativity within them. Given time, space and resources such as pen and paper, paints, play-doh, other materials or creative questions, the coachee can explore different aspects of their experience and find new options, perspectives, and solutions that they had not seen before.

The coachee is naturally resourceful

The coachee has the resourcefulness to find new awareness, new perspectives and new solutions. Resources can include access to physical things such as people, materials, money and nature, as well as internal resources such as new thoughts, ideas and energy.

The coachee has the capacity to heal

The coachee has access to the natural healing capacity within them. Healing can happen in a moment, although preparing the optimal foundations for healing to take place can take time. For example, the body naturally knows what it needs to do to heal a cut, and making sure the rest of the body is healthy can help the wound heal quicker.

The agenda comes from the coachee

The coach / coachee relationship is focused on getting the results that the coachee wants, not what the coach or anyone else thinks is best for the coachee. It is the coach's responsibility to ensure that their coachee is always steering towards fulfilment of their aims in a balanced way, and are able to be with what is present for them at the moment in their lives.

Forwarding the action and deepening the learning

Coachees come to coaching with a desire to move forward in their lives which is why "forwarding the action" as it is known in co-active coaching is a core quality. Over time the coachee can see the progress of these actions and in the process of taking action, there is often a lot of learning that takes place. Learning comes in many forms, from what they learn about themselves and their desires, to what they learn through their actions and even what they learn by not taking action.

Unique fulfilment

Each person's concept of what is fulfilling is unique and intensely personal. Fulfilment does not have to be a long-term goal or an elusive dream of the future. It is available to each of us today, in each moment, by living in harmony with what we most value now. Achieving goals can be very satisfying indeed, but most coachees find that living a life on purpose, on a path they have some influence over is fulfilling as well.

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Coaching Principles

PRINCIPLES THAT FOCUS ON THE COACH

Dual listening

There are many ways to listen to someone and listening can happen on a number of different levels. Our coaches listen to what people are saying, what they may avoid saying, to what they are saying with their tone, body language and other non-verbal communication.

Our coaches also listen to their own internal dialogue, physical reactions and experiences as they listen to the coachee. They make decisions about how to manage their own internal experiences while they prioritise the coachee in front of them.

Coaches' self management

In order for the coach to hold the coachee's agenda with the appropriate level of care, the coach must be able to effectively manage their own internal experiences in different ways. This can include noticing what arises in the coach when they are using dual listening with the coachee, and keeping an open mind when presented with something that the coach's perspective on the solution may not be right for the coachee.

We all have our own experiences, opinions and approaches to doing things and it is important for the coach to remember that the coachee can find their own answer and the coach simply focuses on finding the questions that reveal it.

The coach dances in the moment

Quite often when a coach starts working with one topic with a coachee, they find there is something else underneath it or behind the topic that will become clear. Dancing in the moment means they will notice or be with whatever comes up in each moment, knowing that whatever arises and wherever the coachee is in this moment is the perfect place for them right now. Everything that is happening is an opportunity for learning and movement, especially when it is unexpected.

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Coaching takes into account the coachee's whole life

We are human beings, and we cannot separate out the different parts of our lives into neat little boxes. Everything is connected in some way and so our coaching relationships are open to working with different aspects of the coachee's life: parenting, home, family, relationships, work, money and so on. This can include referring a coachee on to other support when needed.

PRINCIPLES THAT APPLY TO THE COACH AND COACHEE

Creating the safe space to work together

The coach and coachee create an agreement for working together. Each agreement is unique to the coach and coachee. It can shift and change with the needs of the coaching relationship and the specific coachee. The coach and coachee talk openly about how they will work together at the start of their time together, along with what they need to have in place for this relationship to be as effective as possible in meeting the client's needs.

Curiosity

Our coaches are curious and ask provocative, open-ended and inviting questions that invite the coachee to look in one direction or another, without attachment to the answer they receive. If it is not a fruitful or relevant place to look, the coachee will know and say so, or the coach will see that and ask a different question. Exploring together from a place of curiosity allows for a non-threatening, playful and innocent state, full of wonder and lacking in judgment.

Intuition

Our intuition or sixth sense, tells us things about our environment that the senses of sight, sound, smell, taste and touch cannot tell us if we develop, strengthen and learn to listen to it. We are not focusing on "being right" with our intuition. Instead, the key is to have our sensitivities tuned in to pick up signals, to speak directly from that place of intuition and then dance in the moment with whatever shows up..

Finding balance

Life is always in motion. We are always moving toward balance or away from it. When coaches approach a coaching session from the principle of "balance", they consider what perspective the coachee is holding about an issue, and explore together other perspectives to give the coachee access to a variety of choices.

The power of conscious choice gives individuals far greater control over their lives and from there, the coachee has the ability to decide on actions, commit to those actions and move forward with greater confidence and certainty.

Being with what is here now

We are always in the process of our lives. Sometimes it looks elegant, graceful and flowing and sometimes it is stuck in the mud. Sometimes it is beautiful and joyful and other times it is painful and really hard to bear. Wherever we are in process is where we are – whether we like it there or not. It sometimes "just is what it is". Skipping through the process quickly or avoiding feeling your feelings will sometimes delay the process. The old saying: "That which we resist, persists" comes to mind. The coach's function at times will be to just be with the client where they are, and help the client to go through the process so that they can get to the other side.

* These principles have been adapted from the Co-active Coaching Model as outlined in Co-Active Coaching: The proven framework for transformative conversations at work and in life - 4th edition (Kimsey-House et al, 2018)