

Session on personal coaching approach

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Today we are exploring

- Reflecting on your personal coaching approach
- Things to consider
- Possible headings for your personal coaching approach
- Where to get more inspiration

Reflecting on your personal coaching approach

- ✓ Finish this sentence: My personal approach to coaching is…
- ✓ Which of your values and beliefs influence the way you coach, and why?
- ✓ What aspects of your personal and professional life from birth to date influence the way you coach?
- ✓ When you think about your ideal client, what makes them a good fit for you as a coach?
- ✓ How do you let them know about your services (or how would you like to)?
- ✓ What is your first step when you make contact with someone and why?
- ✓ What do you do next?
- ✓ What is your ideal process for working with someone and why?
- ✓ Which coaching model(s) do you use and why?
- ✓ Which coaching tool(s) do you use and why?
- ✓ What else do you notice?
- ✓ What do you want in place to keep your personal approach consistent in your coaching practice?

Other things you can reflect on

- ✓ Any aspect of your coaching practice, from marketing, to first contact with coachee, contracting, rapport, communication, reviews, any part of the sessions, final session, evaluation
- ✓ Particular approaches or resources you'd like to use and why
- ✓ Particular models you'd like to use and why
- ✓ How your approach may change over time
- ✓ Dual listening / self-management
- ✓ Preparation for sessions / commitments after sessions
- ✓ Successes and challenges coachees have had and how these influence your approach
- ✓ Gaps in your coaching practice – how will you address these to improve your coaching approach?
- ✓ Niggles – what are you feeling unsure about and what will you do about them?

Things to consider

- Aspects that influence your personal coaching approach can start many years before this training, and can include influences from birth!
- Your values, beliefs, ideals and perspectives are all involved in your personal approach and it is good to show your awareness of them
- This can be about your ideal situation. If it hasn't happened yet, you can use examples of what has happened and explain why your approach now involves something different
- It's good to reference your coaching diaries, contracts, learning logs as evidence to back up what you are saying so it is clearly built on solid theory and experience and not you just thinking it is a good idea right now
- Review the competency framework and Global Code of Ethics for ideas about good coaching practice

Possible headings for personal coaching approach

You can structure this as you wish. Here are some ideas for headings. Please adapt them to suit you

1. Use the competency framework as headings and fill in each section explaining your approach to each of the competencies (assessment form in resources for this session)
2. Write your own headings which could include: (see example)
    1. Background
    2. Initial contact
    3. The first session
    4. The second session onwards
    5. Half way through or session 3-4
    6. The final session

Where to go for further inspiration about your personal coaching approach

- ✓ Previous sessions in this course
- ✓ Resources list for this course
- ✓ Association for Coaching website
- ✓ Your evidence such as reflection sheets, learning logs, coaching diary, critical reflection
- ✓ Feedback from coachees on what has worked and what hasn't
- ✓ Reflections on your dual listening – what matters to you and why?
- ✓ Supervision