

A Firm Foundation. Trust. Risk. Fall On.

In order for coaching to be effective, especially long term, there must be a strong, committed, mutually created and mutually held relationship. This firm foundation is created by both client and coach when both are taking 100% responsibility for their role and the strength of the relationship. The relationship is also a dynamic thing; and as such, it cannot be taken for granted. When the alliance between coach and client is set on a firm foundation of trust, *clients* have the safety and assurance they need to really work deeply on their lives.

When there is trust and safety, clients can take risks. The change they want depends on taking risks. Nothing is more important to the success of the coaching than the ability of clients to take the meaningful risks they need to take. Your clients need to know that you are supporting them — you will be there, that you will have both feet on the ground even if they are free falling in their lives. Metaphorically, they want to hear the words from you, “fall on,” with the assurance you will be there when they do.

Breaking the Rules. Going to the Edge.

In this course we want you to intentionally push your edge as a coach. We want you to feel, in your body and in your bones, what it's like when you coach at 100% on behalf of your client. We want you to experience what it is like to be willing to “break the rules” you learned about coaching and Co-Active® Coaching. You probably won't coach with this level of intensity and directness in every coaching session (and you might; that's always your choice). For the sake of the client, you must be ready to use the full range of yourself to serve the best interest of the client.

When the client's full life is in the balance, it's time to ditch whatever rulebook you may have created for yourself during the CTI courses. The “rules” are helpful, and they are not more important than the client. In fact, in most cases, they were never rules to begin with; they were guidelines and important things to be aware of. Here's a simple example: you were probably encouraged not to ask “why” questions. Not because it's a rule, but because of the impact. Most clients react to “why” questions defensively, or with an explanation or rationale, or from their analysis. In short, “why” questions rarely give the coach and client much that is useful. So imagine how powerful it would be when one day you really do want to challenge the client to defend their belief or action and you ask “Why?” Now you have a powerful question and you “broke a rule.” If you try to coach by the “rule book” it will be too limiting.

Coach the Client, Not the Client's Issue

The number one mistake we see repeated most often by novice coaches is that they forget they are coaching a client; instead they think they are solving a problem. They have lost sight of the most important thing in coaching: that “thing” is the living, breathing person sitting across from them, or talking to them on the phone. Instead, these coaches get wrapped up in figuring out, understanding, maneuvering and strategizing. In short, just plain thinking too much. The result is coaching that focuses on solving problems, making problems disappear. The best coaching happens when coaches are focused on coaching the person — not the issue. This means relying on your intuition and Level 3 Listening. You have the advantage of being able to see the big picture for clients when they have their noses to the grindstone. If you spend too much time grinding away at the problem with them you will miss the opportunity to see how this issue — or any topic — is an opportunity for learning and growth.

The surprising realization by many novice coaches is that this really works. Pay less attention to the details of the story; don't let clients succumb to endless reporting and analyzing, telling you things they already know or they've thought about. Instead, get in touch at Level 3 with who your client is being in the moment, and coach that person.

Raising the Bar. For the Sake of... What?

Clients will get value from your coaching if you do nothing more than listen deeply and ask curious questions. For most, no one else is doing that for them. Just the fact that they take the time out of their week to look intently at their lives will result in more alignment with what they want.

And that's not really enough. That would be settling for the bare bones minimum and what most of us want is for our clients to live the life that is truly possible for them — a rich, robust, fully expressed life.

We don't want our clients to sell out for the easy, comfortable minimum. We can't let our coaching suffer from the same. This course raises the bar and keeps raising the bar on what the coach delivers, because clients see it as the model and measure for what they expect from themselves.

We raise the bar on the “power” of the coaching, not for the sake of the coach's ego but to raise the bar on the life that our clients can have. We don't coach to earn admiration or to be well liked or approved of — that's not the foundation we're standing on. We coach so that clients can break through their self-defeating stories, envision what is soul inspiring for them in their world, and stay on track to create it. We coach to evoke transformation.

Finding a more powerful level for your coaching is for the sake of the client. Why would you hold back?

The Context for Synergy

Synergy is about integrating all that you have learned and expanding the range of your self-expression so that you can generate coaching interactions that are dynamic and alive.

What We Mean By Synergy

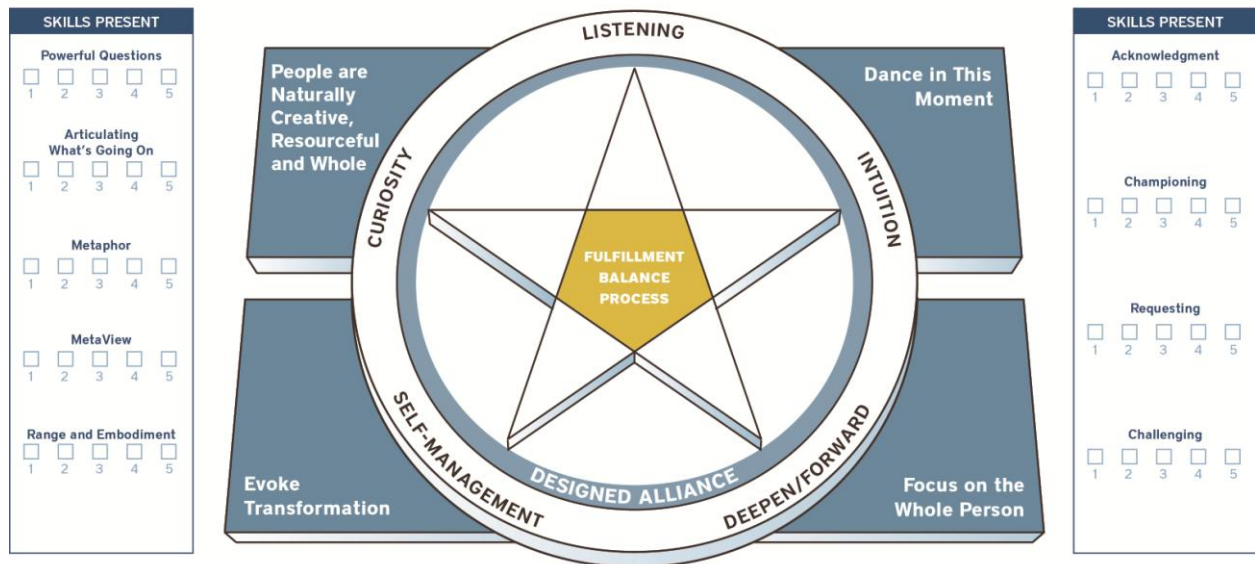
Synergy means that the whole is greater than the sum of the parts. In Co-Active® Coaching the threads of Life Purpose, Captain and Crew, Fulfillment, Balance and Process come together to create a magical feel of the whole of Co-Active® Coaching so that you are coaching from the inside out. When Co-Active® Coaching comes from that deep place inside of you; it is out of reach of your thinking mind. With Synergy, you can lock on to your client and trust that the direction that you need to take is already inside of you. Coaching from this place drives an artisan tap into your intuition so that you can coach with more ease and confidence.

The Synergy course calls you forth to be a powerful coach so that you can do the same with your clients. You will notice that you play a more active role as you move your coaching into Synergy. There are times when it is not enough to thoughtfully ask powerful questions and articulate what you hear the client saying. There are times when you need to take a stand, walk through fire, challenge fiercely and take risks that might get you fired as a coach in order to be the strongest possible advocate and champion of your client.

The Co-Active Coaching® Model Map

In preparation for being out in the world as professional coaches and/or preparing for Certification, it's important that you learn how to do a deeper evaluation of your coaching and the coaching of others. The Model Map below provides support for keeping your Co-Active skills sharp. This is a tool you can use on an ongoing basis to evaluate your coaching skills and see where further development might be needed.

THE CO-ACTIVE® COACHING MODEL MAP



Coach: _____ Client: _____ Date/Time: _____