



Designing the Coaching Alliance

Co-Active Coaching is a formal relationship strategy intended to support the client in meeting their developmental needs and goals. The quality of rapport and collaboration that is established will directly influence the coaching experience and the results achieved.

What follows are areas to address and sample questions or your consideration:

- What will build trust and confidence in this relationship? Here is what will build trust for me...that you will tell me honestly what is working or not.
- What are your preferences for how you want to be coached? For example, do you want me to be directive or non-directive and what do you believe will provide the greatest value?
- When you get stuck or feel blocked by an issue or challenge, how can I help you get unstuck and return to action?
- How do you want me to respond when you don't follow through with what you said you would?

Agreements

Articulate and seek agreement on the:

- Information that will be shared and with whom and what information will be confidential.
- Preparation that the client and coach will do before each session.
- Client's responsibility to perform agreed-upon assignments between coaching sessions.
- Coach's responsibility to follow-through upon agreed-upon actions between sessions.
- Timing of the coaching sessions:
 1. Will the schedule be formal or ad hoc?
 2. Where will the coaching take place? In person or via telephone?
 3. How frequently will coaching take place, and for how long?
 4. What happens in the event of cancellation?
- Termination protocols: Identify the minimum expected duration of the coaching engagement. Under what circumstances might the engagement be terminated?

Measurement of Progress

- How will the client's progress in the coaching process be measured?
- How will the coach's effectiveness in the process be measured?