

Co-Active® Coaching Skills: The Initial Appointment (Discovery Session)

The initial appointment provides the background necessary to launch the coaching relationship. There is no set format for this initial appointment. Every coach will follow a different program, include different elements, and it is likely that whatever system you develop for your discovery session, you will customize that to meet the needs of each individual client.

The purpose of the discovery session is to create relationship with the client. An essential aspect of creating relationship is the design of the alliance between coach and client.

Creating relationship also involves discovering the necessary background and other personal information that will be useful in the coaching. For example: What are the main areas of focus this client wants to bring to coaching? What goals have they set? What are the values they want to honor in their life? What motivates them to action? How have they created change in the past? What works?

The discovery session also gives the client an orientation to this unique relationship called coaching and an introduction to some of the specific coaching tools and language they will encounter. Most coaches talk about the Saboteur or Inner Critic, to alert the client to this character and its often sabotaging presence. Finally, the discovery session also covers the necessary logistics such as fees, cancellation policy, scheduling, forms, agreements, etc.