

Module #09/Week #17/Pod Call #09: Coach the Whole Person, Not the Topic

Upon completion of this module, participants will be able to:

- Take charge of a coaching session that focuses on the whole person, rather than the narrow topic.
- Create relationship with the client from the coach's full presence and authentic self.
- Find the usefulness in the client's story/storytelling and keep the focus on the client.

Time	Activity	Notes
0:00-0:10 10 min.	Welcome and Check-In Possible questions: <ul style="list-style-type: none">• How do you bring your best self to a coaching session?• What aspect of the model or some other structure, belief, etc. helps you keep the focus on the client?• What kinds of stories from your clients pull you in?• What's your favorite check-in question with your clients? What does it call forth in your client?	
0:10-0:15 5 min.	Introduction to Coach the Whole Person, Not the Topic Context for the call: <ul style="list-style-type: none">• As a Co-Active® Coach, our stand is that everything that comes up is an opportunity to grow as a human being.• When clients begin, they set goals for coaching. In each session, we ask clients to come with a topic for the coaching.• On this call, we will look at the relationship between keeping your attention on the transformation of the client and honoring the goals and topics they have.	

Time	Activity	Notes
0:15-0:30 15 min.	<p>Discussion</p> <p>At this stage in the program, we want you to expand your range to see how everything that happens in your coaching is a possible entry point to transformation for your client.</p> <p>Let's talk about how the model supports you in keeping your attention on the whole person, and not just the topic.</p> <ul style="list-style-type: none"> • What is important about the topic? What is its role? • When is story or storytelling useful, and not useful in coaching? How do you use the story as a doorway into what matters to the client? • How do you keep the focus on their goals AND hold the model? • How do you integrate the topic without focusing on fixing it? • What assumptions do you have about "stories" in coaching? • What gets in the way of keeping your focus on the whole person? • Which clients do you not intrude on? What beliefs do you have about those clients, yourself or that coaching relationship? • Imagine your coach never intruded on your stories...what would the coaching be like? • This is a professional relationship, like other professional relationships. If you were a dentist or accountant, how much story would you listen to? And for what purpose? • How do you know when you are intruding on the story not the person? 	<ul style="list-style-type: none"> • Coach's role is to see the topic as a portal into the Principles: what is meaningful, where the client is at resonant choice, and how present they are to the emotional experience of life. • Topics are very important to the client. It's why they hired a coach...to create change in their lives. If they make changes without connecting to their resonance, it will be incremental change rather than life changing. • Intruding is not about dismissing the story or the client, but to get to the core of what matters. • Some things that get in the way of the coach: problem solving, coach's saboteur, losing connection to the cornerstones, not intruding on the story, or over-intruding, expertise • Story is useful when used as: <ul style="list-style-type: none"> • Visioning the future • Peak experience • A catalyst for new discovery • Story is not useful when: <ul style="list-style-type: none"> • Repetitive, Justifying/explaining the way it is, Play-by-play, Nothing new for client, Tone of voice is flat <p><i>Note: All the "Not useful" examples may be useful if the coach catches them and redirects the coaching as a result.</i></p>

Time	Activity	Notes
0:30-1:20 50 min.	<p>Skill Drill Options:</p> <p>Sandbox Tag-Team Coaching: Student is client with a topic where they just want to tell the story or want a problem solved</p> <ul style="list-style-type: none"> • 1-3 coaches (depending on time) practice coaching the client not the topic. • Split observers up to listen specifically for Cornerstones, Contexts and Principles. Things to listen for: which are strong, which need strengthening, what specific skills were used to demonstrate them; what other skills might have been used. <p>Intruding Practice Skill Drill:</p> <ul style="list-style-type: none"> • Student coaches CPL using a topic where you just want to tell the story or want a problem solved. (CPL: be a rambling client) • Observers listen for the impact of story on the client and how the coach uses story or not to evoke transformation <p>Debrief:</p> <ul style="list-style-type: none"> • <i>Coaches:</i> What helped you stay focused on the whole person? How did the model support the coaches to keep their focus there? • How do you know when they are focused on the whole person vs. the topic? How do they hold both? • How did the coaches use the client's story as an entry point? Or where could they have intruded to re-direct the coaching? • What are you learning about the model that supports you to keep your attention on the whole person and not get seduced into the topic? 	<p>Key Learning Points: The Cornerstones, Contexts and Principles all support the coach to keep their attention on the whole person, not on the topic.</p> <p>Coach's intentional use of story or storytelling helps evoke transformation in clients.</p> <p>Resources For CPLs: Glossary definitions of Hold Client's Agenda, Self-Management</p>

Time	Activity	Notes
1:20-1:30 10 min.	Wrap-Up and Closing <ul style="list-style-type: none"> • We covered ways to coach the whole person, not just their topics today. • What are you taking away that you will use in your coaching? 	

Coach the Whole Person, Not the Topic Resources

Glossary

Hold Client's Agenda

Holding the client's agenda lies at the heart of Co-Active® Coaching. When a coach holds the client's agenda, the coach lets go of their own opinions, judgments and answers in support of facilitating the client's Fulfillment, Balance and Process. The coach follows the client's lead without knowing the RIGHT answer, without giving solutions or telling the client what to do. Holding the client's agenda requires the coach to put their whole attention on the client and the client's agenda, not the coach's agenda for the client.

Self-Management

The ability of the coach to get out of the way in the service of holding the client's agenda. This means to put aside all opinions, preferences, judgments and beliefs in order to reflect and support the client's agenda. Another facet of self-management includes managing the client's Saboteur. The coach can aid the client in identifying the Saboteur and then providing tools that the client can use in managing their Saboteur. Clearing is also a tool for coach or client Self-Management.