

## Co-Active® Coaching Skills: Action and Learning

One of the qualities that distinguish coaching from other, similar relationships, is the emphasis on the client's action. For clients, coaching is about moving forward in their lives. That's why we say that one of the core attributes of coaching is *Forwarding the Action*. It is often the quality that brings people to a coaching relationship in the first place: they are stuck, or in transition, or just can't seem to get to "it" month after month. Coaching is an ideal structure because it continues over time and provides accountability as a motivating force to keep clients moving forward in their lives and work.

Clients soon discover that there is a second aspect to the coaching relationship and it is the complement to action: they learn from the action they take. They also learn from the action they don't take by the way. In effect, this becomes the means for deeper learning which is the reason we call this paired aspect, *Deepening the Learning*. Clients learn from what they do or don't do and they are asked to be accountable for that in their coaching. In Co-Active® Coaching, that simply means they are asked to *account* for it.

Accountability is completely judgment-free. There is no blame, or nagging or badgering. They don't have to defend it, or explain it, or build a shrine to it — simply account for it. Whatever action they took becomes feedback: What worked? What didn't work? How would they do it differently? What's next? In Co-Active Coaching there is action (or lack of action), accountability, and learning... and that leads to new action, accountability, and learning... which leads to a fulfilled life, better balance, and an effective life process. It's the nature of the on-going Co-Active Coaching relationship.