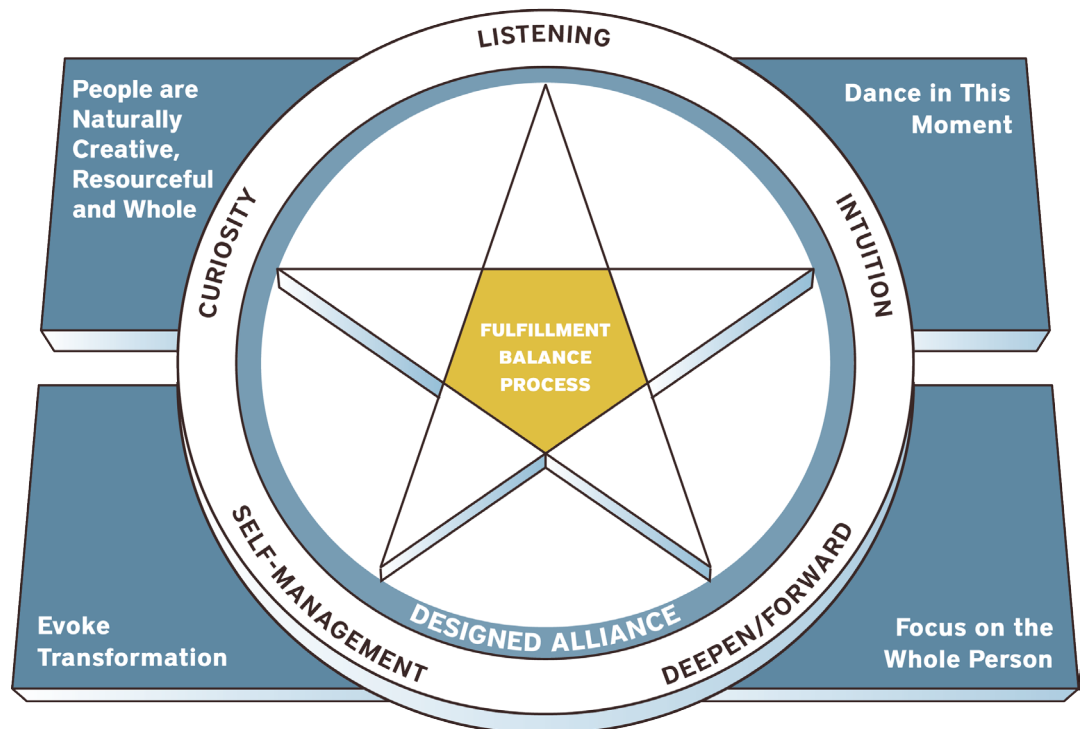


READING #11: BRINGING IT ALL TOGETHER

In polishing the learning of new skills and tools, it is valuable for learners to step back to assess their strengths and identify the places they get stuck. As you consider the experiences that you have had as a Co-Active® Coach in training, notice where the coaching comes easily to you and where you are challenged.

THE CO-ACTIVE® MODEL




Sometimes a coach is uncomfortable with what is happening in the coaching session or in the coaching relationship. Perhaps the skills called for are not the ones you are most familiar with, or perhaps you are being called forth to further expand your coaching range, or possibly your personal beliefs, attitudes or opinions conflict with what your client is doing or saying.

Part of the coach's role is to hold our clients (and ourselves) naturally creative, resourceful and whole. And the Cornerstone of Dancing in This Moment includes the Co-Active® Coach's ability to respond to all kinds of client situations.

Once you become aware of your discomfort, depending on the situation, you may choose to focus on building your Self-Management muscles. What is it that you are avoiding in yourself? What perspective are you in about this client? What is here for you to learn about your own transformation? What might you explore with your own coach?

Are you in a state of reaction? Being in a reactive state will narrow the range of options available to you. How might you strengthen your ability to respond? Leaning into the Context of Curiosity will support you. What is happening here? What is here for you to discover about yourself? What is here for you to grow or stretch into?



Yet another area to consider is whether it is time for you to expand your range as a coach. Where do you hold back? What are you concerned about? What do you not dare to say to your client? What is too outrageous for this coaching relationship?

Another option is to re-visit your designed alliance to see what needs to change. Maybe you need to make requests of your client? Or create new agreements together? Or clarify your role as their coach? When your client's behavior or comments irritate you to the point of impacting your ability to see their full potential or impact your relationship with them, this needs to be addressed. It is also useful to articulate what is going on to lead into a re-design conversation. For example: "Client, I notice that you have some very strong opinions. I'd like us to talk about how we will work together when you share those, because sometimes I get a little hooked and it distracts me from partnering with you to work towards your goals."

And, lastly, you might choose to end the coaching relationship. When you are not able to fully see your client's potential, it may be time to refer them to another coach. This is not a failure on your part; coaches are human too, and sometimes it is just not the best match. You have their best interest at heart... you want them to have a coaching experience that is full and rich and transformative. The challenge here is also to be graceful and respectful; to complete from an honest place that honors both of you. For example: "Client, I am really working hard to manage my discomfort with the way you are dealing with your newfound sexual freedom. As your coach, I want to champion you and support you in all ways, and I just have too many opinions and too much personal experience and it's getting in my way. I think it will be best if you work with a different coach that can be fully present with you."