**Four Cornerstones**

1. **People are naturally creative, resourceful, and whole.** Every situation has **possibilities**. Every person has **choice**.
2. **Focus on the whole person.** Mind, body, heart, spirit.
3. **Dance in this moment.** Be fully present.
4. **Evoke transformation.** Inspire **learning.**

**Core Principles** (client’s motivation)

**Fulfillment** = intentionally choosing to honor your values, experiencing a life of purpose and meaning, fully expressing who you are, BEing fully alive

* **articulate, prioritize, and clarify values**
* **Wheel of Life** = snapshot of today
* **create Life Purpose statement** based on client’s talents, knowledge, experience, and wisdom

**Balance** = making choices aligned with a compelling vision, experience of flow, possibility, choice, freedom

* **name the limited perspective** on a concrete issue
devote alternative perspectives with more possibility
* **client chooses** a perspective (watch decision-making process)
* **brainstorm** a variety of action options, then narrow the list
* **conscious commitment** to a different way of being, to action
* **follow-up**: check on progress, what worked/didn't, learning?

**Process** = fully experience the repressed emotion in this moment

* **name it**, invite exploration, **ask permission**, accept the feeling
* **use physical cues or metaphor** to explore, until client feels it
* **stay with it** until something shifts, sense openness, release
* **unblocked emotion** becomes energy in motion, learning occurs

**Five Contexts (essential elements) of Coaching**

1. **Listening** – to self, to client, to client with more awareness
   - **the meaning** behind the story, the underlying process, the theme that will deepen the learning
   - **the client’s vision, values, purpose**
   - **resistance, fear**, voice of the saboteur
2. **Intuition** – listening below the surface, inspired “knowing”
3. **Curiosity** – Simply looking, without attachment.
   - open, inviting, spacious, almost playful exploration
4. **Forward** (action) and **Deepen** (learning) = coach’s job
   - **authenticity, connection, aliveness, courage**
   - **Structure** = a device that reminds clients to be in action
   - **Accountability** = What? When? How will I know?
   - **Celebrate failure** – What did you learn?
5. **Self-Management** = self-awareness and recovery
   - **Clear and ground before appointments**
   - **Coach outside comfort zone** (be aware of own blocks)
   - **Overcome self-judgment**
   - As coach models, client learns
     - to be more aware in the moment, noticing disconnection
     - to speak up, even when it is uncomfortable
     - to recover and reconnect

**Coaching conversation** = focused, concentrated, safe, courageous

**intentional conversation** designed to **support the client.**

**Designed Alliance** = explicit agreement for coaching relationship

**Homeostasis** = natural, often subconscious, resistance to change

(Watch for “the dip” between weeks 3 and 8.)

**WARNING!** The decision to change awakens the ‘**Saboteur.**’

**Client Commitment**
- to explore, change, learn, take risks, go beyond comfort zone
- to persevere, even when it is difficult
- to invest time and energy

The **coaching relationship** (not the coach) empowers the client.

**Coach** = change agent, catalyst

1. **Honor confidentiality.** "Safe" does not mean comfortable.
2. **Trust** in the client’s capacity and integrity. Be punctual. Allow the client to find their own solutions.
3. **Have courage to tell the truth**, without judgment.
   - Clients count on straightforward and honest communication. Refuse to sidestep or overlook, simply state what you see.
4. **Openness and Spaciousness**
   - Complete detachment from any particular course of action.
   - Space to breathe, vent, experiment, fantasize, strategize.

**Coaching Skills**

**Articulate** = succinctly describe what is going on
**Recover** = notice the disconnection, name it, reconnect
**Clearing** = venting, to become present; push to get it all out
**Clarify** = listen, ask, reframe, bring sharp focus, add detail
**Reframe** = interpret information differently, to open possibility
**Make Distinctions** = separate entangled facts, which are causing a disempowering belief
**Meta-view** = high level perspective, reveals underlying theme
**Metaphor** = imagery/experience to facilitate comprehension
**Acknowledge** = recognizes inner character, honored value, provides validation, celebrates client’s inner strengths
**Championing** = standing up for the client when they self-doubt
**Bottom-Lining** = get to the point
**Intrude** = interruption to refocus/redirection the conversation
**Blurt** = speak on impulse, be authentic
**Asking Permission** = gives client responsibility for the coaching

**Powerful Questions** = provocative, open-ended, introspective, expansive questions (often followed by silence)

**Homework Inquiry** = open-ended, powerful question (for HW) to provoke introspection and reflection

**Goal Setting** = manageable, specific and measurable actions
**Brainstorm** = extend, build on client ideas; no evaluation
**Request** = state request, then ask for commitment (will you?)

**Possible responses**: Yes/No/Counter offer

**Challenge** = extreme request, forces greater counter offer than client would have suggested in the first place