

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 develop alternative perspectives with more possibility
- * client chooses a perspective (watch decision-making process)
- * brainstorm a variety 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/redirect 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