



- REVISION NOTES -

Coaching MASTERY

LESSON 1
Coaching Foundations

“A coach supports,
challenges and encourages
you while you work out
the best thing to do and
the most effective way
for you to do it.”

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WHAT IS COACHING?

A Coach isn't:

Consultant –

- Provides you with advice about what you should do and how you should do it
- They based their advice on expertise
- It is a tell based discipline
- It's about them giving you advice

Trainer -

- Teaches you how to achieve a degree of proficiency in a activity or skill
- Tells you what to do and how to do it

Mentor -

- Invite you to learn from their own experience, knowledge and skills
- Encourages you to apply their knowledge to your goals

All these roles tell you what to do or tell you what they have done.

A Coach:

- A coach supports, challenges and encourages you while you work out the best thing to do and the most effective way for you to do it.
- Coaching is not about helping – it is about guiding and supporting
- A Coach should challenge and support you – not do the work for you

Coaching is an ASK modality

COACHING SKILLS VS COACHING ROLE

Coaching skills can be used:

- At work – to motivate people and get the best out of your team
- In relationships – to assist in having open and honest communications
- Parenting – to develop self-esteem and manage behaviour
- At schools – to help students identify the right path and career choice
- Fitness/Wellness – to support you in creating changes or achieving results that might be hard to achieve on your own.

Developing your coaching skills will help you:

- Be a better communicator
- Have more mindful conversations
- Deal with conflict more effectively
- Better able to support the people in your live
- Have clearer boundaries
- Better quality relationships

A Coaching conversation should feel like a relaxed conversation – the client should be doing most of the talking

It is important that you don't coach someone without requesting their permission

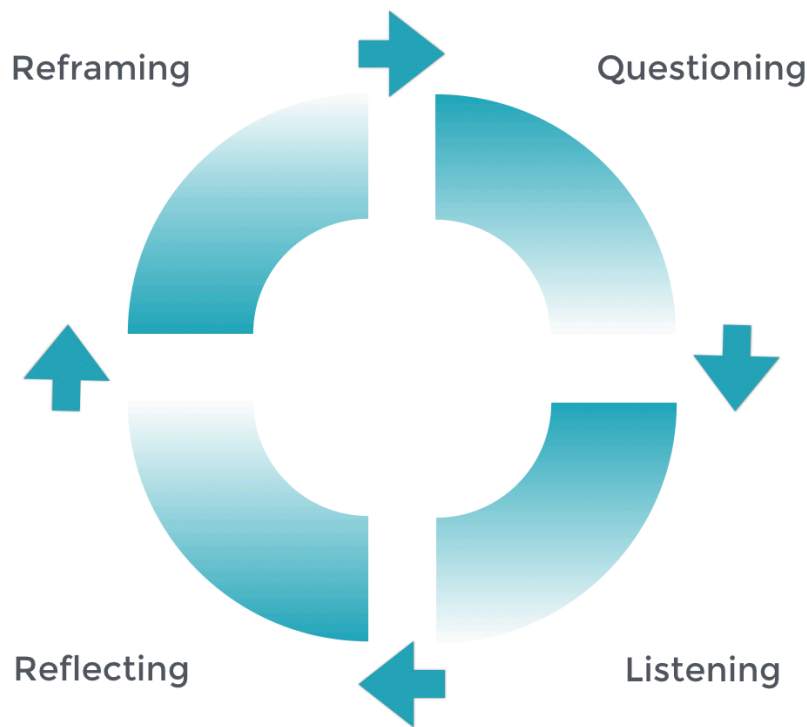
A coaching role is about guiding and supporting someone to an outcome.

Not all people in coaching roles use coaching skills
eg. Bootcamp trainer.



Additional Notes

COACHING DIALOGUE CYCLE



Questioning

- Knowing when to ask open questions
- Knowing when to ask deep question
- Knowing when to ask yes/no (closed) questions

Listening

- Deeply
- Listen for what is being said and for what isn't being said
- Not just hearing - actually listening

Reflecting

- Replaying what the clients has just said

Reframing

- Re-positioning or shift thinking based on the reflection
- Providing the client with a different way of thinking about things



Additional Notes

INTENTION BASED COACHING

I - INTENTION

B - BACKGROUND

E - EVALUATION

C - COMMITMENT

IBEC can serve as 'agenda' for the coaching dialogue and it is something that you may cycle through a number of times through the conversation.

Intention:

- ask them what do you want to get out of this conversation, where are you hoping to get to?

Background:

- tell me about it, what's going on for you

Evaluation:

- evaluate their options, their course of action, and their own understanding of the situation.

Commitment:

- seek their commitment to their chosen action, and circle back to their intention and confirm that it has been met.



Additional Notes

**To become a good coach
it is important that you have
excellent coaching skills,
but to become a brilliant coach
you also need to have an
understanding of the clients
experience and a process with
which to guide their progress.**