

Thrive

Coaching and Consulting

Coaching FAQs

1. What is coaching?

Coaching is a relationship between a coach and a client for a defined period of time where a coach partners with the client in a thought provoking, creative process that inspires them to maximise their personal and professional development.

2. How is coaching different from mentoring?

Coaching and mentoring are both about facilitating growth.

A mentor is someone who guides and advises using prior knowledge and experience of the particular challenges you are facing in your sphere of work. Their focus will mainly be on the challenges you face and the context you are operating in, helping you navigate these and move forward.

A coach will go deeper. The coach's focus will be on you, the person bringing the challenge. They will explore your patterns, strengths, blind spots, motivations and values. The coach will be interested in how you are responding to the challenge and what might need to shift internally for you to move forward in a positive way.

The overall goal of the coach is to facilitate insight and learning and put you in touch with your own resources and creativity.

A coach will not tell you what to do, but will help you understand the real issue so that you can work out what to do.



3. What can I expect from my coach?

Clients have said what they have appreciated about me as a coach is my use of insightful questions, patience, ability to challenge in a skilful way and ability to remain non-judgemental.

This has taken many years of practice and over 1000 hours of coaching.

What you can expect from me as a coach is to be fully present to you and your experience. I will listen deeply and play back what I am hearing so that you can hear yourself more clearly or gain a different perspective. I will offer feedback on what I am hearing through the lens of my own experience and values but without attachment and I will ask you questions you have never considered before. I also may suggest using some creative approaches to fully explore different perspectives on a situation such as using physical space in a room slightly differently to view an issue from different perspectives or using imagery to map out a complex system of relationships.

4. How many sessions and what frequency works best?

I have found that the optimal number of sessions is 4-6 sessions over a period of several months. It is important to keep momentum going once you start on a coaching journey and I wouldn't recommend having sessions longer than 4-6 weeks apart. During the last session there is always a review and an opportunity to extend the coaching. This requires a new agreement to be formed.

5. What does an overall coaching journey entail?



Each person's coaching journey will be different because I believe it is important to tailor the journey to you and what you need. However, the overall structure I work with is first understand you and your world, the challenges you face, your context and what you really want.

Then we start to define a success story. This is about capturing a deep sense of your own vision for the future and helping to focus your attention, mind and energy on something you really want.

Then we start to explore strengths and resources that will help you get there and also barriers and limiting beliefs that might be holding you back. Sometimes I will use diagnostics, psychological profiling and feedback data to enrich understanding at this stage.

Ultimately the coaching will help you define the internal shift that needs to be made to help you move from where you are now to achieving your success story.

There may be strategies and tactics that you can employ to help you make this shift that will emerge through the coaching.

6. What is a coaching goal?

A coaching goal is something that you want to achieve through coaching. It could be, for example, to make a successful transition to a different role, to have greater impact and influence in your work, to achieve a better work/life balance, or to identify next steps in your career.

You may not have a clear sense of a goal when you first opt for coaching, just a sense of dissatisfaction and a desire for more clarity. Coaching can help you clarify what it is you want. Your thoughts may feel a bit tangled, like a ball of spaghetti. Coaching can help unravel that ball of spaghetti and help shine a light on what it is you really want.

7. How can I get the best value from the sessions?

Coaching works best when the person being coached is willing to be coached! If you haven't chosen coaching yourself but are engaging in it under the direction of someone else, it would help to be honest about this with the coach because it can only really work if you are engaged and committed to the process of self-development and learning.

You will get most value from the sessions if you are willing to be vulnerable, to share honestly what is going on for you and to actively engage in the thinking process during the session. Often people find they are working quite hard in a coaching session - thinking about things they hadn't considered before, and sometimes sitting with ambiguity and some discomfort. This is all part of the process.

8. What will the first session involve?

The first session is a contracting session where we agree a coaching goal and plan. This would involve identifying:

- What you would like to achieve and how we can track progress towards this
- Areas for discussion we might want to explore connected to this goal
- Frequency of sessions and communication methods
- Other resources and support you might need
- Pre-session planning that might be most useful
- Tools or psychometrics we could use in the coaching
- What you need from me as a coach to bring out the best in you

9. How can I best prepare for sessions?

In coaching, you set the agenda and you are in the driving seat. Therefore, the session will focus on whatever you wish to focus on. You may wish to bring a particular challenge you are facing currently in your work, or something that is pre-occupying you that you are interested in exploring further. Usually at the end of a coaching session your coach will have helped you identify something to reflect on further or to experiment with after the session, so this can be a good starting point to discuss at the subsequent session. Remember this is a journey and learning can happen in between the sessions and not just during them.

10. What if I am not sure coaching is for me?

As a coach I offer a no obligations discovery call with potential clients to see if we can work together on a coaching programme. This is an opportunity for you to ask any questions you want, and really consider if this is something you want to embark on. It is a commitment and therefore important that you feel you are working with the right person, so you shouldn't feel rushed or pressurised into it.

