

Top 10 Tips to Get The Most From Your Coaching

1. The client does most of the work, not the coach.

Some clients think that the coach has all the answers, or can tell them exactly what to do. The coach is an expert in "evoking" the answers or strategies from the client.

2. The coach's job is to share what they sense, not solve the client's problems.

The coach can share wisdom, steps, solutions and advice with the client, teaching them ways to effectively handle their problems.

3. It's up to the client to ask the coach to coach them differently, if needed.

There are dozens of styles of coaching and the client is invited to suggest style changes to the coach.

4. The coach's job is to ask for more than the client can reasonably do.

The best coaches ask for the moon and settle for the stars.
The client can always negotiate.

5. A coach is their success partner, not a cattle prod or accountability service.

It's fine to support the client to take actions, but the best coaching occurs when the client is self-generative vs. being pushed.

6. The coach works with the client as a person, not just the client's situation or goals.

A coach helps the client reach their goals and solve problems, but often these occur faster when the client and coach talk about the client (who they are, where they come from, where they're at, how they think, assumptions they've made, what motivates them, etc.).

7. The value of coaching isn't based on how much time is spent coaching.

Great coaching can occur in 60 seconds or 60 minutes -- when the right thing is said in the right way, the client leaps forward.

8. The original goals may change or be abandoned.

Few individuals really know what they want; better to let the real goals emerge during the coaching process than to have to know them all in advance.

9. Sometimes the coach will need to work on strengthening the client, instead of encouraging the client to accomplish something.

Most goals are reached more quickly and easily when the client has a strong Personal Foundation; this takes time, but lasts a lifetime.

10. The coaching session isn't the key aspect of the coaching process.

Having great sessions with clients is important, but it's not the "quality" of the session that's most important. Rather, it's how well the client integrates and uses what was discussed between sessions.