

## **Co-active Coaching FAQs**

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### **01. What is co-active coaching?**

Co-active coaching, in the form of a conversation between the client and the coach, is a collaborative relationship focused on helping clients obtain what they want from their professional and personal lives.

A coach does not give advice. Only the person being coached knows what is right for them and how the actions they take will impact on their life. The role of the coach is to support the client in finding their own solutions which fit with their values and which the client is able to commit to.

A coach uses a combination of observation, questioning, listening and feedback to create a conversation rich in insight and learning. As the agenda for the sessions comes from the client, clients can limit or expand the scope of the coaching conversation as much as they like.

### **02. What are the potential benefits of co-active coaching?**

Inspired people enlist the services of a coach because they want to improve their situations and achieve specific goals.

Potential benefits clients experience from co-active coaching include:

- Clarification of professional and personal choices.
- Alignment of life with their values, vision and objectives.
- Increased awareness and application of the power, beauty and abundance present in their lives.

### **03. What should co-active coaching not be confused with?**

*a) Structured training, e.g. classroom learning*

Coaching follows a more flexible format according to the client's objectives and places responsibility for learning on the client, encouraging self-development to continue after the session.

*b) Counselling, therapy, psychoanalysis, psychotherapy*

In co-active coaching the coach starts with the premise that the client is naturally creative, resourceful and whole, focusing on the present and future rather than the past.

Co-active coaching does not consist of, nor substitute, any form of medical treatment and does not provide diagnosis, prognosis, psychological or psychiatric therapy, nor any other such actions associated with the medical profession.

*c) Mentoring*

In co-active coaching sometimes change can be promoted by a simple shift in perspectives. Barriers of self-belief such as 'I can't' or 'I don't' can be challenged to encourage fresh approaches and ideas.

*d) A way of getting someone else to solve one's own problems, e.g. business consultancy*

Co-active coaching is based on the principle that the clients are responsible for their lives and the results they are getting. A coach will not instruct the client to do something specific, or do it for them. If they did, the coach would be taking responsibility and power away from the client.

#### **04. How personal does coaching get?**

Sensitive issues can come up in coaching sessions. However, at the beginning of the coaching relationship and throughout the process, the client may request that certain issues are not discussed. The coach will respect such requests and not question the client's wishes.

#### **05. What can the client expect from the coach?**

The coach will listen with a genuine curiosity to understand who the client is, what they think and generally how they experience the world. The coach will reflect back to the client, with objective assessment that creates real clarity. During the conversations, the coach will encourage the client to rise to challenges, overcome obstacles and get into action.

Confidentiality and trust are key conditions for building a strong, productive coaching relationship and at all times the contents of the conversations remain confidential.

#### **06. What will the coach expect from the client?**

The coach will encourage the client to stay committed to the coaching process. That means calling at the pre-arranged time, taking notes where appropriate, and keeping any agreements made during the sessions. In addition, the coach needs the client to be open to the potential of coaching, contributing to conversations honestly and openly. For example, if the client has concerns, problems or something isn't working regarding the coaching, the coach needs to know.

#### **07. How can I know if co-active coaching is right for me?**

It is recommended that a person interested in coaching actually experiences a co-active coaching session to fully understand what it is all about. Feel free to contact me and we can set up a free, no-obligation, initial session and, if you decide to go ahead with the coaching process with me, a working framework can be established for future sessions.

#### **08. What is a co-active coaching session like?**

Following the free initial session, the client calls the coach for further sessions at a pre-arranged time. Each session begins with the establishment of a theme that is then explored, keeping the client's main objective in mind. At the end of the session, the client and coach will agree actions to move forward with or questions for the client to reflect upon between sessions.

#### **09. How many sessions will be needed?**

Whilst the actual number of sessions is entirely at the discretion of the client, a period of about three months is suggested to see solid progress. During the sessions, the client will be exploring how they operate and what they need to amend to reach their goals. Such learning and action need time. However, a client may gain new insights immediately from the first session.

#### **10. What are the coaching fees?**

A session consists of 60 minutes of co-active coaching via the telephone, Zoom or Google Meet/Hangout. Each person's situation is unique. Please contact me to discuss your requirements; together we can tailor a personal package to suit your needs.

An invoice covering the number of sessions undertaken will be issued at the end of each month. Payment, via bank transfer and including any eventual banking charges or through PayPal, is requested upon receipt of the invoice.

#### **11. What guarantees are offered about co-active coaching?**

As the impact of co-active coaching is as much dependent on a client's commitment to the process as it is on a coach's commitment, there are no guarantees as such. However, references and client testimonials are available upon request. Furthermore, the coaching process may be stopped at any moment, for any reasons, with only the settlement of any unpaid sessions being requested.

#### **12. What about ethics, data protection and confidentiality?**

All information disclosed during the sessions remains confidential and is used exclusively to support the client-coach relationship, in accordance with the standards of professional conduct established by the International Coach Federation, the worldwide organisation representing coaches.