

Coaching FAQ sheet

What is coaching?

Coaching is about identifying the gap between where you are now and where you want or need to be. The role of the Coach is to support the client in achieving their goals through:

1. Raising self awareness
2. Generating options and actions and responsibility for the way forward.

In its simplest terms Coaching is a conversation between two people: the Coach and the Client. It is a way of 'unlocking people's potential to maximise their performance.'

For coaching to be effective the Client needs to have recognised that there is something in their lives they want to improve or develop, and they are ready to seek help to facilitate a change. A Coach works with Clients around their desire to move forward in their lives and achieve their ambitions.

'If the Coach and the Coachee are travelling companions, then the Coach's questions and listening are the light by which they travel' (Julie Starr)

How does it work?

Coaching is a collaborative partnership where the Client is seen as the expert in their life and the Coach is the expert in the coaching process. A Coach uses questioning to help the Client discover their own 'best way forward'.

Coaches do not give advice. The sessions are Client-led and so the Client is responsible for choosing what to focus on in the sessions, which actions to do, for creating their own results and for the impacts any subsequent actions may have.

Coaching can be applied to all areas of life and work, including career, relationships, financial situation, health, enjoyment of life and skills development.

The content of the coaching sessions are confidential.

A coaching session can last from thirty minutes up to an hour. It can take place face to face, by telephone or via Skype. The frequency can vary, but usually starts as weekly and can evolve to fortnightly over the course of the series. A series is usually six to twelve sessions on average.

Coaching is not:

- **therapy** (past focussed to help with trauma or negative experience making day to day life difficult),
- **counselling** (listens to concerns and anxieties to help with clients who are experiencing distress impacting on everyday life),
- **mentoring** (likely to share their own experiences) or
- **consultancy** (give advice as has knowledge in the same area).

NOTE: Prospective clients with serious or entrenched mental and/or emotional problems should not enter into a coaching relationship, until these have been dealt with through a suitable intervention such as counselling or therapy.

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