

EP 048 COACHING

SHOW NOTES

OBJECTIVE

- > Develop an understanding of coaching.

UNDERSTANDING COACHING

Coaching is raising awareness and responsibility **to unlock** a person's potential to maximise their own performance. It is helping them to learn rather than teaching them. It doesn't matter whether coaching is used in sport, life or business, the good coach believes that **individuals always have the answer** to their own problems. Coaching **lifts the focus of attention** on to strengths, successes and future possibilities. It leaves behind mistakes and failures and removes judgement, blame and limiting beliefs. **A coach** has some **great questions** for your answers; **a mentor** has some **great answers** for your questions.

BENEFITS OF COACHING

- > Better **decision-making** and **strategic planning** skills
- > **Leading through change** and times of crisis
- > The ability to **motivate teams** and **communicate** more effectively
- > Ways of **managing stress** and conflict
- > Increased **confidence**

G.R.O.W. COACHING MODEL

- > **G-oyal**. The Goal is the end point, where the client wants to be. The goal has to be defined in such a way that it is very clear to the client when they have achieved it.
- > **R-eality**. The Current Reality is where the client is now. What are the issues, the challenges, how far are they away from their goal?
- > **O-bstacles (and O-ptions)**. There will be Obstacles stopping the client getting from where they are now to where they want to go. Once Obstacles have been identified, the client needs to find Options of dealing with them if they are to make progress.
- > **W-ay Forward**. The Options then need to be converted into action steps which will take the client to their goal.

APPLICATION

- > First, identify a current need where you need coaching and consider who could become your coach. Secondly, think of someone who would benefit from you coaching them and what their need is.

RESOURCES

- > More from Dr Natanael Costea: www.eq.org.au
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