

A Beginner's Guide to Coaching

Listening Reflecting Clarifying Questioning Listening Reflecting Clarifying Questioning

Coaching is the art of facilitating the performance, learning and development of another.

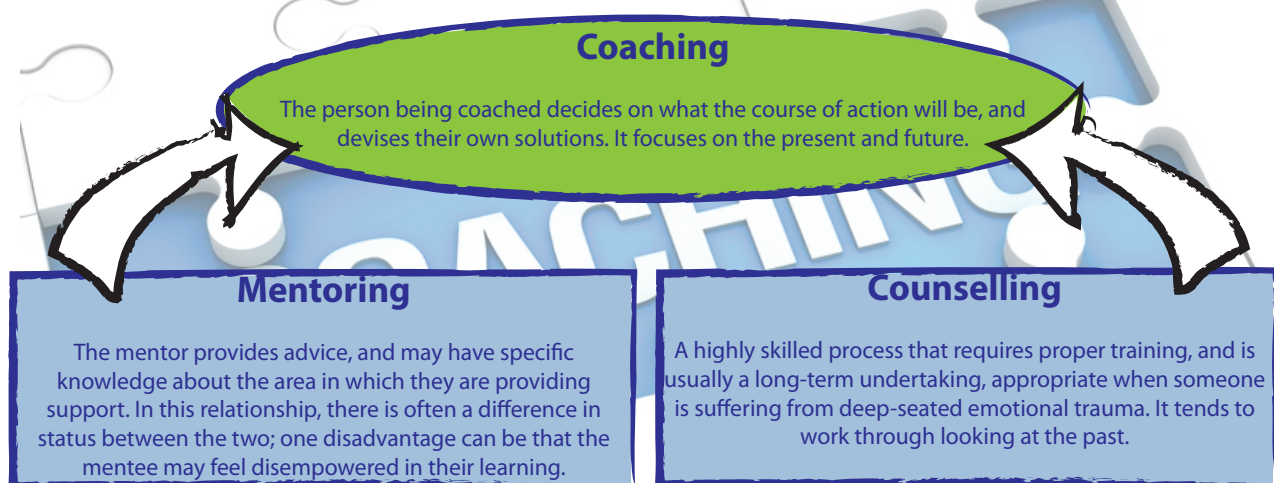
Coaching usually happens in a trio - with a coach, a coachee and an observer, who notes down anything of interest to feedback.

Coaching is often based on developing strengths, rather than trying to address areas of weakness.

Coaching takes place through questioning - there are various models to help structure the process, such as GROW or STRIDE.

So, what does this actually mean in practice?

Coaching, essentially, is the process of asking the right questions to enable someone to find their own answers. It differs from mentoring in this sense – the solutions are not provided; it is not an advisory role. You don't have to be an expert in a particular field to be able to coach someone else – you just have to know the direction to follow and the questions to ask. It is a positive process, which focuses on strengths, and how strengths can be used to work towards achieving a goal.



Coaching can...accelerate the personal and professional development of staff... help staff adapt ...enhance team morale ...underpin organisational change ...improve personal effectiveness ...improve relationships ...open creative thinking channels ...increase self awareness ...increase resilience ...add value to formal training ...challenge unhelpful behaviour

