

Quadratos Online Coaching

INFORMATION

What is Coaching?

Coaching is an ongoing conversation that empowers a person or group to live ever more authentically and to reach their full potential — in their life and profession. The goal of coaching is to support you, the client, through the process of reflection, discovering new things about yourself and taking action to reshape your life, based upon your learning.

The coaching relationship is expected to produce insights, greater personal awareness, changed behaviors, actions, and ultimately results that satisfy you. Much is expected of you: to evaluate, reason, imagine, discern, and implement.

Coaching Is . . .

Coaching is about you – your goals, your learning, and your growth. Together you and Annie, your coach will look for insights that move you towards your ultimate purpose and contribution in life.

Coaching is about learning – rather than teaching. You are the expert on your life. As your coach, Annie draws on

- ❖ the Four-Gospel Journey for Radical Transformation
- ❖ her training, professional experience, and proven track-record
- ❖ her personal experience of moving through significant life changes.

Annie uses coaching techniques such as

- ❖ active listening,
- ❖ open questions,
- ❖ encouragement,
- ❖ gentle challenging,
- ❖ remaining supportive.

To assist you in discovering insights and taking next steps.

Coaching is about action – your action. Each session you will determine 1-3 actions steps to take before the next conversation. You may be surprised how quickly you progress toward your goals.

Coaching is about all of you – not just your work. We all know that changing old habits, beliefs, attitudes and thought patterns are difficult. Your coach recognises these patterns and will support you as you change and grow.



Coaching Is Not. . .

It is not therapy. Although many of the communication techniques are the same, like active listening, reflecting, use of questions, limited advice giving, etc., therapy focuses on the past to bring healing and unblock a person to move ahead. *Coaching is future and action-oriented*, for people who are basically clear of psychological and emotional issues.

It is not mentoring. Mentors are experts in a particular field who seek to pass on their expertise to a person. Mentors provide knowledge, advice, guidance, correction, and encouragement to people who are newer and junior—by experience if not by position or age. They may use some coaching techniques, but mentors usually play the roles of advisor and teacher to guide and impart knowledge and wisdom.

It is not training. In training, the trainer sets the agenda. Change comes from outside the participant, via the trainer. *In coaching, you, the client, sets the agenda.* Coaches support the development of inner authority to guide and self-discovery to motivate as you bring about the change you desire.

It is not authoritarian. As your coach, Annie will pull you beyond what you might think you can do but will always be supportive. You are in control. The responsibility to decide and act is yours.



Why Does Coaching Work?

Coaching works because it brings out your best! Coaches believe you can create your own best answers and are trained to support you in that process.

Specifically, this is what your coach will do during coaching conversations:

- *Listen.* Your story is central. Coaches fully engage in what you are saying. Annie will take time to think and reflect and encourage you to do the same.
- *Ask questions.* Coaches use questions to stimulate your thinking and creativity. Questions are about possibilities and the future.
- *Encourage.* Everyone needs encouragements. Annie will hold up your vision, your progress, and your efforts.
- *Facilitate while letting you lead.* Coaches facilitate your learning and problem solving. Yet, they are never fully leading—you are, with your agenda and your approach.

Why Use a Coach?

The reasons people want coaching are endless, and as unique as each person. Here are a few examples that motivate people to use a coach.

- To move out of a rut, get un-stuck or break unhelpful repetitive behaviour patterns in life
- To move effectively through life stages
- To make significant changes, whether out of choice or necessity
- To better deal with uncertainty
- To have a collaborative partner
- To make a bigger impact in the world
- To improve their relationships
- To simplify their lives
- To reduce stress
- To make better decisions
- To set better goals
- To reach goals faster
- To address transitions in location and employment
- To become financially more stable
- To be a better leader

Exercise: Circle the things from the above list that you desire or add your own reason for wanting coaching.

