

How coaching works

The International Coaching Federation (ICF) definition

Professional Coaching is an ongoing professional relationship that helps people produce extraordinary results in their lives, careers, businesses or organisations. Through the process of coaching, clients deepen their learning, improve their performance, and enhance their quality of life.

In each meeting, the client chooses the focus of conversation, while the coach listens and contributes observations and questions. This interaction creates clarity and moves the client into action. Coaching accelerates the client's progress by providing greater focus and awareness of choice. Coaching concentrates on where clients are now and what they are willing to do to get to where they want to be in the future."

Energise's perspective about coaching

Coaching works on the principle that an individual (the coachee) has all the answers to their own issues within them and that it is more empowering for people to identify and action their own solutions rather than be told what to do. The coach therefore acts as a confidential, objective and supportive sounding board; asking incisive questions, listening and reflecting back key issues and 'holding up a mirror' to help the coachee identify new insights, find fresh clarity and set goals to enable what they want to change/achieve happen. In a nutshell – Insight & Clarity for Growth, leaving them feeling energised.

Coaching works specifically because:

- It is tailor made to an individual's specific needs and real time life, career or business issues
- It provides a structure for time and space to think, a rarity in this modern & fast paced world
- It enables new insights and fresh clarity to naturally emerge and solutions that are right for the coachee to be identified, because they have come up with them themselves. Therefore the chances of successful change and growth are higher as the solutions will fit into the coachee's existing life, values, beliefs and preferences
- Once trust is established, the coachee is able to be honest with the coach and let go of their fear and barriers because the coach is completely objective and confidential and has no attachment to the outcome or any hidden 'political' agenda
- Energy goes where your attention is, so with the structure that diarised coaching sessions provide, there is clear direction, focus and sustained momentum
- The insights and solutions identified by the client are converted into S.M.A.R.T actions (**S**pecific, **M**easurable, **A**chievable, **R**ealistic, **T**imed), allied with accountability and within a clear coaching programme & agreed number of sessions, this enables change and growth to actually happen, not just be talked about
- Coaching increases self-awareness & acceptance, fulfilment and confidence and improves communication with self and others.