



Getting the Most from Coaching

What to Expect

During each coaching session your coach will challenge you, encourage you, affirm you, and ask you thought-provoking questions, always in service of helping you create self-awareness and foster momentum. There is no need to impress your coach. Your coach assumes that you are a very talented, committed leader with the potential to make a much bigger impact for yourself, your team, your organization, or your community.

Your coach has great belief in your ability to create your own solutions and chart the course for your leadership and life. Your coach is not your personal advisor, counselor, or therapist. Your coach will not offer solutions but instead will listen and guide you towards your own answers.

To get the most out of coaching:

1. *Set a goal and talk about what is important to you*
You may talk about anything you want to during each coaching session. This includes your:
 - Goals
 - Challenges
 - Dilemmas
 - Ideas / Opportunities
 - Situations
2. *Remember that you are a whole person; talk about your “being” not just your “doing”:*
 - How you feel and how you want to feel (feelings drive behaviors)
3. *Be open to seeing things differently. Be willing to examine your:*
 - Assumptions
 - Ways of thinking
 - Expectations
 - Beliefs
 - Reactions to thoughts, circumstances, and feelings
4. *Define a focus, goal, and outcomes for each session; ask yourself:*
 - What are the most important issues I am facing at this moment?
 - How have I shifted since my last coaching session?
 - How can I best use my time with my coach?
5. *Reflect on what you’ve discussed, learned, and can apply to your personal and professional challenges, and what changes can help you continue your growth and development as a leader.*

Your coach will facilitate the process, based on your goals, to help you:

- Start seeing the issue you are facing from a different perspective
- Identify the place this issue is coming from
- Discover the best way to approach it, get unstuck
- Get clear about the obstacles in front of you
- Learn new strategies or tweak those that are not working for you