Newingate School

Coaching

This short information leaflet introduces the concept of coaching and how I conceptualise the process and role of executive coaching. It is hoped that this will help you prepare for your sessions and to understand a little more about what sessions will look and feel like.

Please take time to read this ahead of your chemistry meeting and note down any questions you have. We can discuss these at the chemistry meeting.

What is coaching?

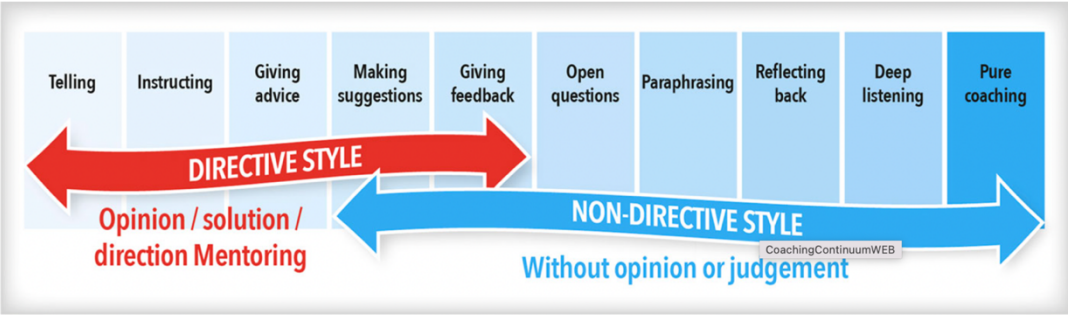
I define coaching as:

> ***A creative, challenging and thought-provoking process where the coach creates a psychologically safe space for the client to explore, unpick and reflect upon issues and behaviours to achieve ambitious goals and desired outcomes that are personally and professionally transformative.***

What approach do I take to coaching?

There is much debate around the similarities, differences and overlap between coaching and mentoring. All mentoring and coaching activity sits on a continuum of directive to non-directive styles. This is captured in the image below.

Mentoring sits at the directive end of the continuum and coaching towards the non-directive end of the continuum. You will note that there is overlap between the styles.



Adapted from The Coaching Continuum by Myles Downey.

The coaching I offer generally sits at the **'pure coaching'** end of the continuum. Although during our first meeting we will discuss what you want from the coaching and decide as to where on this continuum we will undertake our work together.

Catherine Carden, 2024

As a non-directive coach, I:

- enter all coaching with an open and non-judgemental mind
- refrain from giving advice, tips or guidance
- facilitate your thinking, empowering you to discover your own solutions and conclusions
- offer you space to explore, understand and develop your own thinking and patterns of behaviour to enable you to change both
- listen deeply to what you say and be curious
- ask challenging questions
- am compassionate but not empathetic – I do not seek to endorse your thoughts and feelings
- will encourage you to reflect back to move forward

What coaching is not…

Non-directive coaching does not provide:

- domain specific expertise, advice and guidance
- empathetic affirmation, judgement or opinion
- suggested resources and information for you to access
- counselling, therapy or mental health support
- mentoring
- quick fixes to the challenges you face
- feedback on your performance or chosen approach to things
- suggestions for you to trial and explore

Why engage in coaching?

Non-directive coaching is something very different to conversations you are likely to experience in everyday life. The coaching conversations you have aim to change your thought processes and result in a transformation in your personal and professional life.

There are a multitude of reasons to engage in coaching, some of which are included below:

(www.bravanti.com)

The over-arching aim of coaching is to develop your 'inner coach' to enable you to be your own coach whilst also using these skills within your personal and professional lives.

Catherine Carden, 2024