



Training & Development, Inc.

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# The Coach EQUATION

Solutions for the performance puzzle

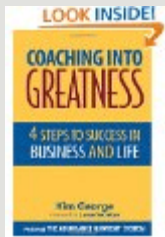
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**This article has 517 words and should take 4.5 minutes or less to read.**

**A small price for knowledge!**

### Featured Book:



COACHING INTO GREATNESS 4 STEPS TO SUCCESS IN BUSINESS AND LIFE, Kim George, Foreword by Lance Secretan

### Upcoming Classes

[Registered Corporate Coach Training](#)

June 23-24  
Boston, MA

## Back To The Future With The Basics

**One basic** that coaching programs emphasize: a good coach has boundaries. They know the difference between coaching someone to take action versus helping someone resolve personal issues from the past...issues that need guidance from a trained professional, such as a Counselor or a Therapist.

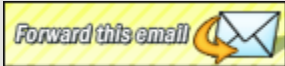
**Another basic** is the art of asking questions. Coaches use questions to discover the key issue of a situation, to help the client/coachee create direction and take action. Simplifying your system can be very beneficial for keeping the focus on a coachee's behavior and what he or she can do that will make a difference in the future. The questions can be used in planned coaching sessions, but they can also work in off-the-cuff hallway conversations, meetings, or informal discussions.

**A third basic** is to understand the principles of the work that coaching provides. Sometimes the principles are more important than mastering the questioning techniques.

Here are five principles that that you want to understand and apply consistently in your work as coach.

1. **Start with the future, not the past.** A therapist may delve deep into a coachees' past. Not the coach! The goal of the coach is to help the coachee find more effective ways of dealing with the desired goal. Helping the coachee identify the goal and find solutions or steps to achieve the goal are future oriented.
2. **Believe in quick change.** How long does it take to form a new habit? For some a lifetime, for others, change can be triggered in an instant. A moment of awareness, coupled with desire, works very well for people who want to see immediate results. When a coachee catches themselves engaging in new behaviors or seeing evidence that their behavior is having different and hopefully positive effects, the change becomes long lasting. The quicker the coaching discussion turns into useful behavior, the better!
3. **Rely on inner resources.** Assume your coachee is smart and has many skills. People who desire to behave differently **rely on self-awareness and impulse control** to start or stop behaviors that are in their best interest

**July 21-22**  
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to colleagues you know who'd benefit from either or both of these programs.

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Your job is to help the coachee make use of their natural capabilities to behave differently. Trust that they can and will connect both learning and life experience to have better results.

4. **Create a vision.** Use imagery to stimulate a coachee to see themselves doing something in a different way. Ask them to visualize a new behavior and they will begin to disrupt old patterns and assumptions. This does not necessarily create a lasting change, but it can often unfreeze established patterns and can encourage them to attempt a new behavior.
5. **Coaches and Choices.** A coaching relationship should ultimately motivate both the coach and the coachee to perform at the highest level of competency. The coach is a catalyst - challenging and supporting the coachee to consider alternatives. Rarely, if ever, does a coach want to suggest that the coachee eliminate a particular behavior or prescribe a specific action. It is the coachee's choice about what to do, what to change, and ultimately, where those choices lead.

*Sherry Greenleaf*

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***Seeds for change:***

Sometimes we repeat the Inner Journey messages in the series. Please guard against saying, "I've seen this one -- I don't need to read it again."

The truth is: we are always changing. Who you are now is different from who you were when you read the message the first time. The circumstances of your life have changed as well. As a result, you may be open to new perspectives this time around.

Our ego is prone to think it knows it all, but life always offers us fresh and new experiences.

**It all depends on how we look at things and not on how they are in themselves."**

**--C.G. Jung**