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| <p><u>Coaching - Definition?</u></p> <ul style="list-style-type: none">- goals & objectives focus- gathering resources to reach goals- Clarifying goals- Journey to objective with stages- enabling being to reality- considering obstacles, unknowns etc- capacity to listen to find real objective- discipline which needs to open/widen as well as focus to potential- Connection between Will + Goals- Making concrete + focusing- facilitating courage to be ^{what they can be}- bringing together masculine ^{will} + feminine ^{love}- Making use of energies in the world ^{to achieve}- evoking transpersonal energies- no longer afraid ... | |
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Distinctions? Types?

Life coaching → mental coaching?

- Business coaching
- Sports coaching →

Student coaching

- Leadership coaching →
- Intercultural coaching

- Systems coaching

→ Psychosynthesis Coaching

- > Specialist coach
- > other professions
- > managers as coach

Challenges

- resistances in clients
 - unrealistic objectives
 - ill will
 - lack of trust./building trust
-
- seeing possibilities
 - being one-self. as a coach
 - self-reflection - issues we face ourselves
 - knowing when counselling when working
 - more interventions
 - giving self permission
 - confidence + practice
 - not setting the time frame
 - leaving responsibility with client
 - Boundaries push
 - when to challenge when to allow/accept

4 C's

Context

Contract

Client

Coach

Context

- Expectations
- where, location, place
- personal vs organisation?
- Setting
- Story-history
- System
- Environment
- How did this come about?

Contract

- Parameters + Boundaries
- Respect - mutual
- Session structure
- Agreements
- Design / frequency / cost
- Behavior
- Confidentiality
- Contact etc
- Objective
- Formal vs Informal

Client

- how they find you...
- Age
- How to approach...
- Background / education / training
- Work experience
- Motivation
- Family / why?
- How come to coaching
- How structured?
- Religion / spirituality
- Personal development / (healthy?)
- Their idea of coaching
- What are they bringing
 - goals, issues, needs -

How we coach.

Coach

- Experience (d) how?
- Training
- Development
- Power?

⇒ Confidence

- Boundaries
- Needs?
- Preferences?

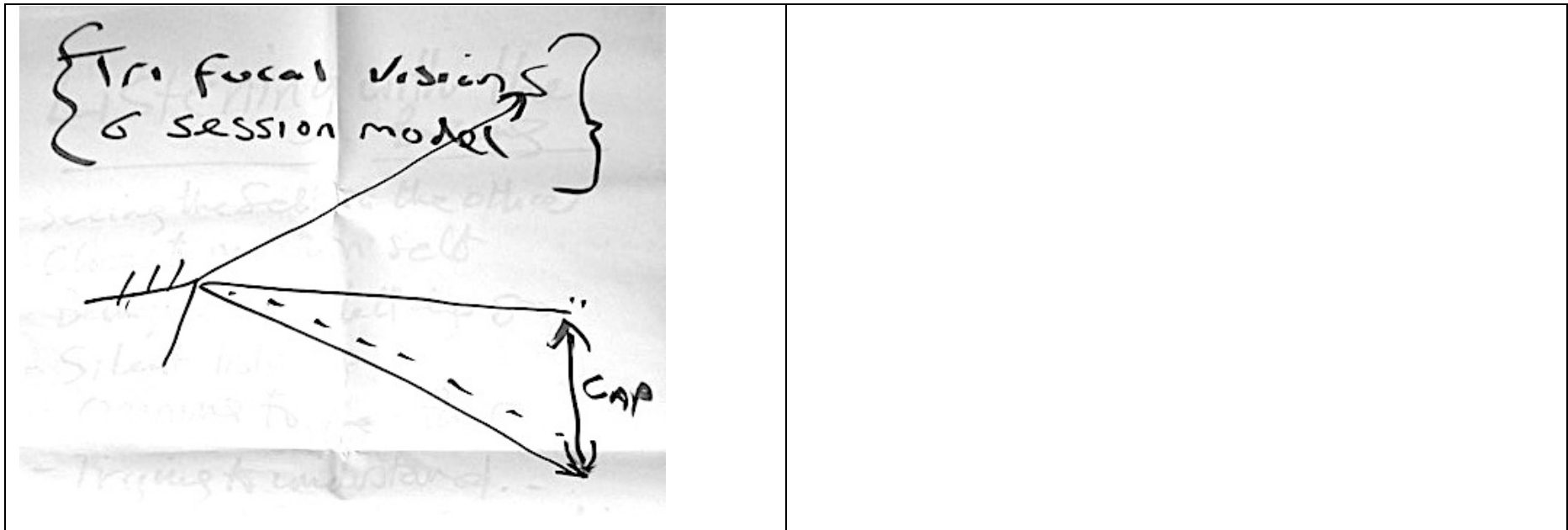
⇒ Match >

+ Supervision

Which elements of
Psychosynthesis are
relevant to coaching?

Will - Self

- I-Self awareness
- Ideal Model
- Subpersonalities & their needs
- Listening
- Psychological laws
- Questions formulation
- Congruence
- Transpersonal
- Imagination + imagination
- Exercises, techniques
- Disidentifying
- Psychological functions
- Directing energies



Listening with the Being

- seeing the self in the other
- Closer to my own self
- Being present, letting go
- Silent listening
- Opening to the other
- Trying to understand. -
- Hard to find a heart connection.
- Content can get in way
- We want to but-in
- Fear of not doing it well.
 - Triggers us thinking
 - Wanting to steer

②
Listening with the
Being.

Verbal confirmation of being heard
was important.

emotional - felt empathy

- helped me to go deeper
feedback was deeper

Coaching Demonstration

?What would you like... G/O

?So where would you like to get to... G

You would like to do some actions.

?Can you give me an example of where you will... G

?Can you give me an example of something you can... G

I notice your energy and your position...

?What is it that blocks you... R

What I hear you say... check...

?What is it that you could offer... R

?Can you say a little more about restoration... R

It is very clear that you want to help others...

You want to help others, not from your own need.

I'd like to hear you say your purpose

?Which part of you is stopping you? R

If you are aware, holding that part

?What are you able to offer to another

?So what things have you tried? R/O

?What small steps have you made? R/O

G-R-O-W Process

- I understand that... there is a part that is always present...
- and I hear that...
- and I want to reflect to you...

- ? If I was to ask you how strongly... R
- ? I'd like to hear what happened for you R
- So lets do a recap...

- I wonder if you could take that part with you...

- ? Are you willing to take that part with you O

? Lets think what that part has to offer O

? What - small things you could do O

? What could you do? Are there any other steps? O

? So you have listed some possible steps, which one do you want to make? W

? Is that the (only) step you want to make? W

? That is very powerful - how? W

Two steps...
? How easy will it be to take these steps
? What can help you W

Reflections

- The process brought client to level of reality -
- Order of the questions in relation to the client
- Two distinct moments or summarising
- Clarifying three steps
- Gentle pushing towards concrete steps
- Provide security
- Saw a process - T - P + PP.
- Coach needed to speak
- No pressure on client - freedom to consider
- Reply to questions lucid
- Write it down?
- Contact intense...
- What are the phases?

Human Skills

- Listening
- Welcoming
- Understanding
- Empathy
- Acceptance
- Mirroring
- Non-judgement
- Resilience
- Trust + Respect
- Communication
- Self-awareness
- Responsibility
- Love & Relationship
- Assertiveness
- Williness to change
- Learning
- Asking Questions

Process skills

- Organisation
- Setting / agreeing objectives & goals
- Planning / ordering
- Contracting
- Flexibility
- Clarity
- Resources & obstacles
- Review & Summarising
- Trifocal view
- Presence
- Global picture
- Holding a focus
- Boundaries
- Decision making
- Making a direction
- Records / Note taking

Meta skills

- Intuition - Curiosity
- Visualisation & imagery
- Imagination
- Open-heart & Self
- Identification + Disidentification
- Goodwill connection
- Skillful will
- Compassion / empathy
- Presence - as love + will synthesis
- Big picture awareness
- Connected awareness
- From Self to Self working
- Drawing of Values - Love of Self

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| <p>CoKolb. Definition?</p> <p><u>Kolb.</u></p> <p>- goals & objectives focus</p> <p>- gain experience to reach goals</p> | |
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