

The Coaching Difference Successful Solutions



Make it Count



Welcome to The Development Partnership

We are a professional, innovative and forward thinking leadership and talent management consultancy and provide high quality organisational development expertise, leadership development and coaching.

We support organisations through change and help them to get the best from their people.

www.the-dp.co.uk

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Transforming Coaches

We want you to become the best Coach you can be. Everyone has their preferred set of coaching models, ethos and skills, - enough to fill a library, not just a book.

So we thought we'd keep it simple and share 3 insights to inspire change in you, and in the people you coach:

Be Present

Be Positive

Build Confidence

And now we're going to tell you how.

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Be Present

The greatest gift you can give any person is to be fully present with them.



This means:

giving your full attention, actively listening and calming the internal chatter that could distract you.

Being present starts even before you enter the room. Set aside your own ego, **re-gain emotional balance** and focus wholly on the session ahead.

This is easier to do if you have had a good night's sleep and are **taking care of yourself**, - mind, body and spirit.

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Be Present

When you are fully present you **pay attention to all the data** available to you: energy levels, facial expression, unconscious body movements, pauses, hesitancy, silence. Not just to the words that are said.

You also pay attention to **what's happening to you**. Do you feel bored, energised, puzzled, excited? What is your inner voice telling you?

If your mind jumps ahead, bring it back to the present. **Stay open** to what is happening in each moment. Use this to deepen your understanding and to catalyse change by asking powerful questions to unlock potential.

(See pages 10-11).

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Be Positive

Neuroscience has confirmed that the organising principle of the brain is to minimise danger and maximise reward.

Your role as Coach is to **catalyse the ‘reward’ response.**

Only when the brain is in a reward state (*Toward State*) can it process information effectively and **develop solutions.** It can give a conscious, considered response to:

“What would the benefit of changing be?”

“What would good look like?”

“How would you now like to be feeling?”

In a threat response (*Away State*), the focus is on defend and survive. We focus on the problem, are disengaged and have tunnel vision. Our solutions are short-term and help us to survive, but not to **thrive in the long-term.**

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Be Positive

People in a reward state have more energy available for their brains to be creative, think more deeply and discover wisdom



Being positive as a Coach means creating a safe environment, '**holding the space**' so that your Coachee can speak and think freely without fear of being judged or criticised.

You should still **challenge their thinking** and encourage them to explore alternative options, but it remains their agenda not yours.

Remember to practice **being present**: notice which thoughts and feelings are being suppressed and could hinder a reward state occurring, - both yours and your Coachee's.

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Build Confidence

Studies confirm that building self-efficacy has a greater impact on effectiveness than focusing on developing self awareness and ad-



Focus on **what is going well** and the strengths your Coachee has applied to achieve success.

Look back at the initial goals they set and remind them of the progress they have made.

Ask them about situations where they felt confident previously, explore what gave them that **belief in their ability to succeed** and how to transfer this to new situations.

Build Confidence

Support your Coachee to visualise a time when they were successful; this generates positive brain chemistry and triggers a reward state.

Explore the ‘voice in the head’ - *is it critical or constructive?* Help them to challenge negative thinking. Use Rational Thinking to either learn from these thoughts or to refute them as incorrect. Use Positive Thinking to replace a critical inner voice with a more constructive, affirming one.

We gain a sense of **self-efficacy** when we see ourselves mastering skills and achieving goals that matter in those skill areas. By encouraging your Coachee to set and achieve goals you are helping them to **build competence** and this builds confidence.

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10 Coaching Questions to Unlock Potential and Inspire Change:

1. What strengths do you already have that can help you tackle this issue?
2. Which part of your thinking needs unpacking further?
3. What would be the impact if things stayed the same?
4. What else needs to happen for you to make progress on this?
5. What do you need from your Coach?

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6. What is the single thing you could start doing today that would help you to make progress?
7. On a scale of 1 – 10 (low – high), how confident are you that you will now take action?
8. What will you do differently with the insights you now have?
9. What are you willing to commit to right now?
10. How will you know that you have succeeded?



Contact Us

To find out more about how to release the potential of your internal Coaches and make a sustainable difference to your organisation please contact us.

Visit our website, send us an email or call us. We will be delighted to hear from you.

T: +44 203 8555 224

E: mailbox@the-dp.co.uk

W: www.the-dp.co.uk