



Common Coaching Terms & Concepts

Accountability

Accountability is having you account for what you said you were going to do. It stems from three questions:

1. What are you going to do?
2. By when will you do this?
3. How will I know?

Accountability does not include blame or judgment. Rather, I will hold you accountable to your vision or commitment and ask you to account for the results of the intended action.

Bottom-lining

This is the skill of brevity and succinctness on both our parts. Bottom-lining is also about having you get to the essence of your communication rather than engaging in long descriptive stories.

Clearing

Clearing is a skill that is a benefit to us both. When you are preoccupied with a situation or a mental state that interferes with your ability to be present or take action, I will assist you by being an active listener while you vent or complain. We both hold the intention of clearing the emotionality from the situation. This active listening allows you to temporarily clear the situation out of the way and focus on taking the next step.

You are Naturally Creative, Resourceful, Whole (NCRW)

A major cornerstone of the Co-Active Coaching model I'm trained in. The fundamental premise is that you are naturally creative, resourceful, and whole.

- Nothing is broken or needs fixing.
- I have the questions, you have the answers. Together we bring your answers to light!

Designed Alliance

The design of the alliance begins during our first meeting or Discovery session. Each coaching relationship is custom-designed to meet the particular needs of the individuals involved.

Both of us are intimately involved in designing a coaching relationship that will be most beneficial to you. Designed alliances tend to shift over time and need to be revisited regularly.

Inquiry

An inquiry is a powerful question designed to "simmer" inside you between coaching sessions.

Instead of looking for one right answer, it will put you in a mode of reflection, discovery and learning.

An inquiry will accompany you throughout your day and you may find yourself "touching" it every so often, to see what wisdom it reveals in you.



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Intrude

On occasion, I may need to intrude, to interrupt or wake you up if you are caught up in a story. When I intrude, it is for the sake of your agenda, often pointing you in a specific direction:

"Stop a moment. What's at the heart of this?"

Intrusion is considered rude in some cultures. The coaching style in which I was trained views intrusion as being direct with you, allowing you to honestly assess and immediately deal with situations.

Sometimes the intrusion might be a hard truth such as "You are kidding yourself."

Sometimes the intrusion is simply stating what is going on, such as "You are skirting the issue."

Or "Hang on, I sense you're getting caught up in a story."

Metaphor

Metaphors are used by either of us to illustrate a point and paint a verbal picture.

"It seems your mind is like a ping pong ball bouncing between one choice and another."

"I feel like a bumble bee, skipping from one delicious flower to the next."

"You're almost at the finish line. Go for it! You can win the race!"

Meta-view

Meta-view is the big picture or perspective. I might ask you to pull back from the immediate issues you're facing so you can see things from a wider lens. And from the clarity of that expanded perspective, you are able to reflect back what you see.

"If your life were like a road, and we were to take a helicopter ride up above it, what would we see?"

Perspective

Perspective is a gift in our coaching relationship — it's not about the "right" perspective, but simply the ability to see other points of view. When you see things from only one perspective -- the old way of looking -- you are less resourceful and can feel victimized by circumstances. When you are able to re-examine your viewpoint, you are able to see possibility and change.

Request

One of the most potent coaching tools is the Request. Based upon your agenda, a Request is designed to forward your action. Requests include a specified action, conditions of satisfaction and a date or time by which the action will be taken. There are three possible responses to a request:

Yes, No, or a counter-offer.



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Saboteur/Gremlin

Understanding the presence and role of the Saboteur (also called Gremlin, Committee, Ego, and a variety of other descriptive words!) is a very important concept in coaching. The Saboteur embodies a group of thought processes and feelings that maintain the status quo in our lives and often keep us “small” when what we want is a big, full life. Often operating as a structure that would seem to protect us, it in fact keeps us from moving forward and getting what we truly want in life. Like our minds, the Saboteur will always be with us. It is neither good nor bad; it just is. The Saboteur loses its power over us when we can identify it for what it is, notice our options in the situation and then consciously choose what it is we do really want at that time.

Structure

A Structure is a device that reminds you of your vision, goals, purpose, or actions needed to take immediately. Some examples of structures are collages, jewelry, photos, calendars, messages on voice mail, alarm clocks, and so on.

Values

Values represent who you are right now. They are principles that you hold to be of worth in your life. People often confuse values with morals. Values are not chosen. They are intrinsic to you. Your individual values are as distinctly yours as your thumbprint. In coaching we look at how specific actions will honor your values.