



ORIGINAL INTENT

BE FULLY HUMAN

COACHING. WHAT YOU NEED TO KNOW BEFORE YOU GET STARTED

If you want to sign up to coaching, but you're not sure what to expect, these pages will give you some clarity on our coaching process. These pages will help you make the most from our partnership together.

What is Coaching?

1. It is a conversational process

Coaching is one of the leading tools employed by high-functioning, successful people to lead extraordinary lives. True to Original Intent's philosophy, it is a process where we enable you to work on your body, mind and emotions so you can live life to the full.

2. It is a partnership

The coaching relationship is an equal relationship. It is a dynamic, flexible, intentional space. I will allow you enough room to move, yet offer strong grounding and boundaries so you feel secure and accountable.

3. It's a developmental process

The primary goal of the relationship is to facilitate deep, true transformation & growth within you. As an outflow of this transformation, we expect you to reach your goals, live into your desired life and grow in fullness.

What is My Responsibility as Coach?

- ▶ To create a judgment-free, confidential space, where you can bring anything of yourself to the table.
- ▶ To ask questions that can result in **new ways of thinking** to unlock fresh perspectives and alternative approaches.
- ▶ To ask you to do **more than you have probably done** on your own.

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ORIGINAL INTENT

BE FULLY HUMAN

- ▷ To help you **focus** better, so you can get results more quickly.
- ▷ To provide a relationship where you can discover new depths of **insight about yourself**, your world and your choices.
- ▷ To keep the **sessions' focus on the goals** that you have set for yourself.

What is Your Responsibility as Client?

- ▷ Take **full ownership** of your learning process.
- ▷ Commit to the process, and implement the changes that coaching brings.
- ▷ Remain open, honest and accountable to self and, by extension, to the coach.
- ▷ Remain aware of the fact that adult learning is a process, it involves change, and will potentially lead you in directions you didn't initially anticipate: sometimes a bit more uncomfortable than you're used to.
- ▷ Provide honest, clear constructive feedback to the coach at the completion of the programme.

How is Coaching Different from Counseling and Consulting?

Counseling or therapy tends to focus on the past, and looks at issues historically. There's also a tendency to help someone move from a place of un-health, back to health.

Consulting primarily involves an expert-opinion, that comes up with answers or solutions to certain problems / obstacles. It tends to be externally focused. *Medical consultations* work on the same premise, offering an expert opinion, diagnosis, treatment and/or cure of illness.

Coaching uses techniques derived from psychology, integral coaching (and



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BE FULLY HUMAN

even medicine - when relating to physical health). However, coaching tends to be more action-oriented. It integrates emotions, physical, mental and relationship spheres, and focuses on the present and future. Where counseling and medical consults tend to help someone from “un-health” to “health”, coaching can be an ongoing journey, in pursuit of the evolving fullness of health and wellbeing.

The coaching relationship is also more of a **partnership** than a consultation or counseling relationship. The "answers" that you are looking for, often come about through reflection, questioning, and your own inner knowledge. It is framed around your expressed goals, interests and objectives, not that of the coach.

What is my coaching style?

1. I Offer a Deeply Caring, Supportive Space

As your coach, I will ask questions, encourage, challenge, make requests and listen. I offer a unique perspective, and will encourage choices that are consistent with who you are, and how you want to grow.

My focus will be on YOU: what you want and how you can best get it. However, the coaching relationship is designed by both of us and may be refined by each of us in the giving and receiving of feedback. Although I am committed to the process, it remains your responsibility to take action (or not take action) as you desire. I commit to create a space free of judgment, where you can bring absolutely anything to the table.

2. I Expect Greatness

The best results are achieved when you are ready to both do and be the best versions of ourselves. If there is a sense in which I feel you may not be allowing yourself to push into your edges, I might bring that into your



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BE FULLY HUMAN

awareness so we can work out what you really want to do.

3. I Make Specific Requests

As the need arises, I will make direct requests such as, "Could you see yourself accomplishing X within the next two weeks"? You could meet the request ("Yes, I can do that"), provide an alternative option ("I can't do X, but I can do Y") or perhaps you might decline altogether (which rarely happens). Whichever way you respond, though, I will support your action.

4. I Am Open

If, for example, I hear hesitancy in your voice or notice an inconsistency, I will generally ask you about it. Often, it is these moments that permit the opportunity to resolve something. Irrespective, it's unlikely for me to confront you. I merely highlight any issues and allow you to do with it what you will.

5. I Set Homework

Typically, I ask you to work out perhaps two or three goals between our sessions together. If I am pushing you too hard, then it is important for you to say so. If you want to be pushed harder, it is also important for you to say so.

6. I Rarely Offer Advice

On occasion, if I have a real sense of a particular direction, and you are open to it, I may make specific suggestions. This is the exception to the rule, as the coaching relationship relies on your own learning and growth, so, I may meet many of your questions for advice with a question. This is not to be difficult, but to honour the belief that you may know your own answer, before looking for answers elsewhere.



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How to Get the Most from Coaching

You can maximize the value of your coaching experience, as well as the time in between, by following the following guidelines:

1. Focus on What You Really Want

Coaching works best when you have clear goals or at least a clear vision of what you really want to achieve.

Firstly, consider deeply what you want your work and your life to look like.

Secondly, identify the gaps between the way things are now and how you would like them to be. It is true that many people struggle with this, but the coaching relationship can help you work this through if necessary.

2. Be Ready for Growth

Working with an integral coach is a definite way to grow and develop. Most clients take on a coach to work on specific goals and much of their time and energy is directed towards this.

However, through transformative, integral coaching, the important, lasting changes happen from within. You're bound to discover something more about yourself: this can be a difficult, but always enlightening experience. It's just a natural consequence of the coaching process and you do not need to concentrate on it, but just recognise that it is likely to occur: these internal shifts fuel the success of your goals and ideals.

3. Increase Your Willingness to Step Up

Part of my responsibility is to ask a good deal of you. This is not meant to exhaust you or extend you beyond your bounds, but simply to ask more of you than perhaps maybe you have asked of yourself recently.



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It is important that you be willing to experiment with fresh approaches and try new beliefs. I will encourage you to be honest with yourself, raise your personal standards and set higher goals. However, you are the best judge of what is right for you. Nevertheless, the more you are willing to grow and develop, the greater will be the benefits from coaching.

4. Come Prepared to Each Coaching Session

To get the most value out of each coaching session, it is important that you arrive prepared. It doesn't have to be time-consuming, but experience shows that if you spend 10-15 minutes preparing, it has a significant impact on our session together.

5. Complete Your Homework

After each session, you will decide on the actions or goals you want to focus upon. I expect you to keep the commitments you make and will work with you to make sure that you are setting worthwhile, realistic and achievable goals.

If you know that you have a busy week or two ahead, your homework might be as simple as thinking about a new perspective. If you have more time, you might decide to handle a bigger task. Irrespective, I will hold you accountable and encourage you to do your best.



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Policies & Procedures

Assessments:

I may ask you to complete some assessments prior to, or during our coaching together, but I will discuss this with you beforehand.

Complete the Coaching Contract:

At our first session, I will go through the contract with you to make sure that you are very clear about the fees payable, issues of confidentiality and how we terminate our coaching partnership if necessary.

How We Meet:

We will meet either by telephone, via video chat or face-to-face for about 45-60 minutes as your schedule allows. Face-to-face sessions will be conducted at the venue that suits us both, and this may change as the coaching progresses, depending on the context.

Cancellations & Appointment Changes:

Scheduled coaching sessions ought to be a priority. On the rare occasion when you need to reschedule, please let me know at least 24 hours in advance. Except in the case of an emergency, you will still be charged the full fee for last-minute cancellations or missed sessions.

Value Added Service:

If between sessions, you cannot wait to share something, you need advice or have a challenge or just want to check something, please feel free to call, Skype or email (albert@originalintent.co.za). Although my day is generally caught up, I would like to provide this extra level of service. Of course, there is no charge for this additional time, but I will structure it to keep these extra calls to a maximum of around 5 to 10 minutes.