

COACHING
THE PERSON, NOT
THE PROBLEM

CAM
coach approach ministries

CAM Monthly Webinar

January 11, 2018

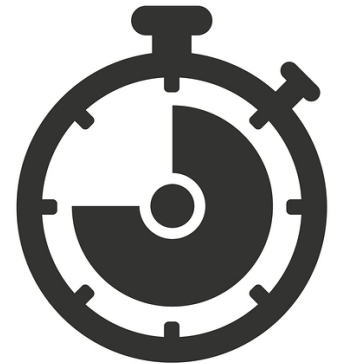


BEST PRACTICES

- Lots of attendees, so everyone is MUTED.
- Use the QUESTION feature to ask and share anytime
- SHARE your experiences and examples
- Keep things CONFIDENTIAL

Agenda

- ✓ Who's in a coaching conversation?
- ✓ Beginner Coaching
- ✓ Better Coaching
- ✓ Transformational Coaching
- ✓ Time for Q&A



45 min

COACH THE PERSON NOT THE PROBLEM



CHAD HALL, MCC

We originally offered this webinar in 2016.

Based on the response to that webinar, we published a short eBook, which is available on Amazon (99 cents).

We still get a lot of questions, so hope to address those questions and clarify some things today.

The goal is to help you stretch your coaching to the place of inviting client transformation.

Who's in a coaching conversation?



COACH



CLIENT



PROBLEM

Beginner: Coach the Problem

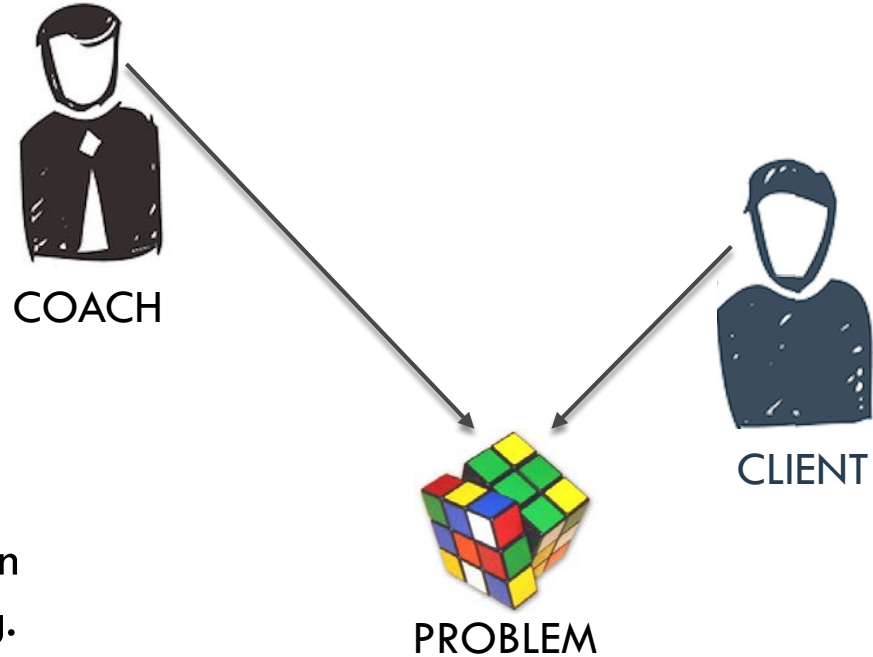
Coach focuses on the problem.

Coach asks the client to describe the problem to the coach.

Coach puts on his thinking cap.

Coach processes the problem from his perspective, sometimes instead of allowing the client to process.

This kind of coaching tends to mix in consulting, mentoring, advice-giving.



Beginner: Coach the Problem

EXAMPLE: problem with boss

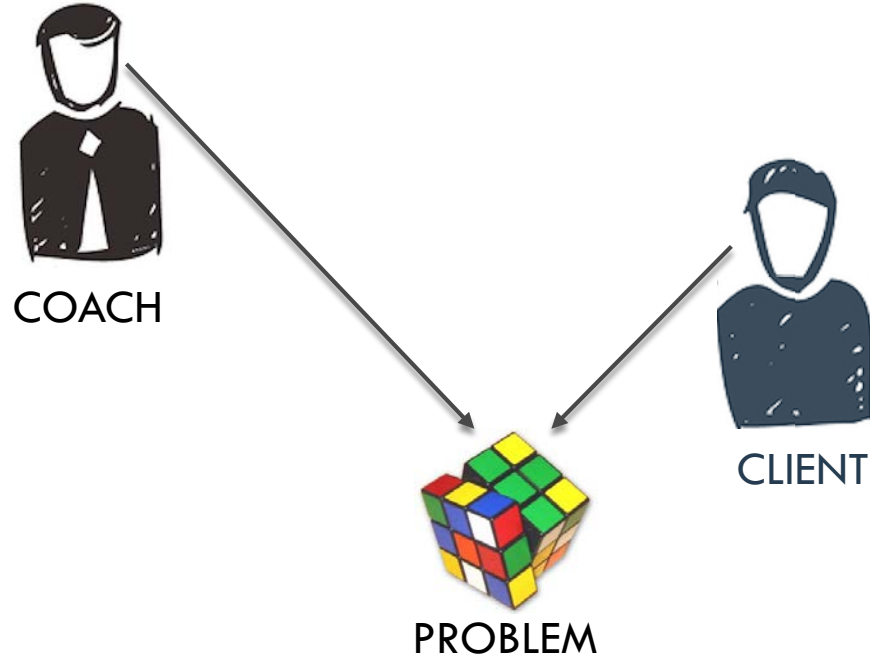
How long has this been going on?

What are some of the details?

How does the boss get along with others on the team?

What have you tried?

Have you thought about...?



Beginner: Coach the Problem

Expected Results

Client gets a thinking partner.

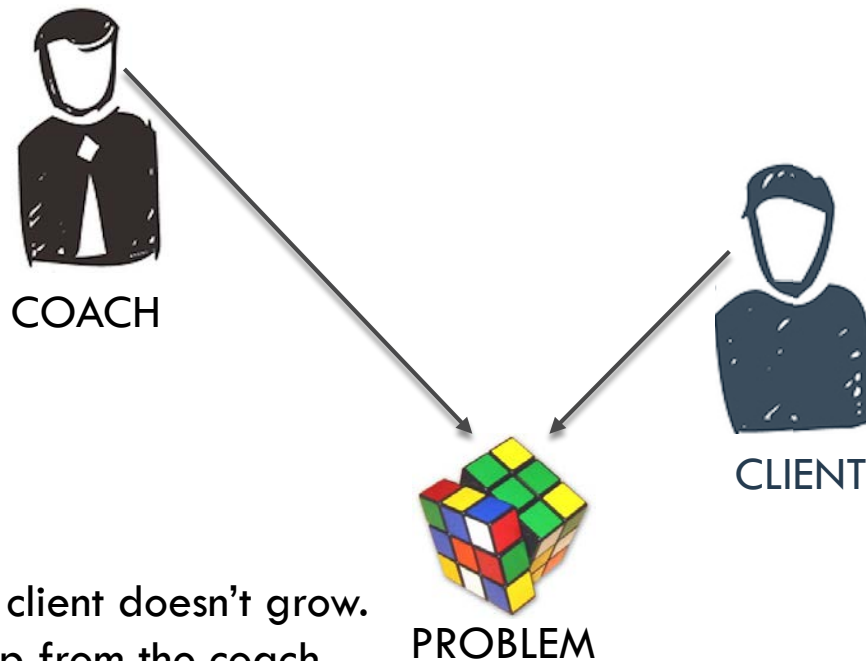
Client gets some suggestions from the coach.

Coach might “improve” the client’s ideas.

“Let’s fix the problem.”

“Two heads are better than one.”

The problem might get fixed, but the client doesn’t grow.
The next problem will still require help from the coach.



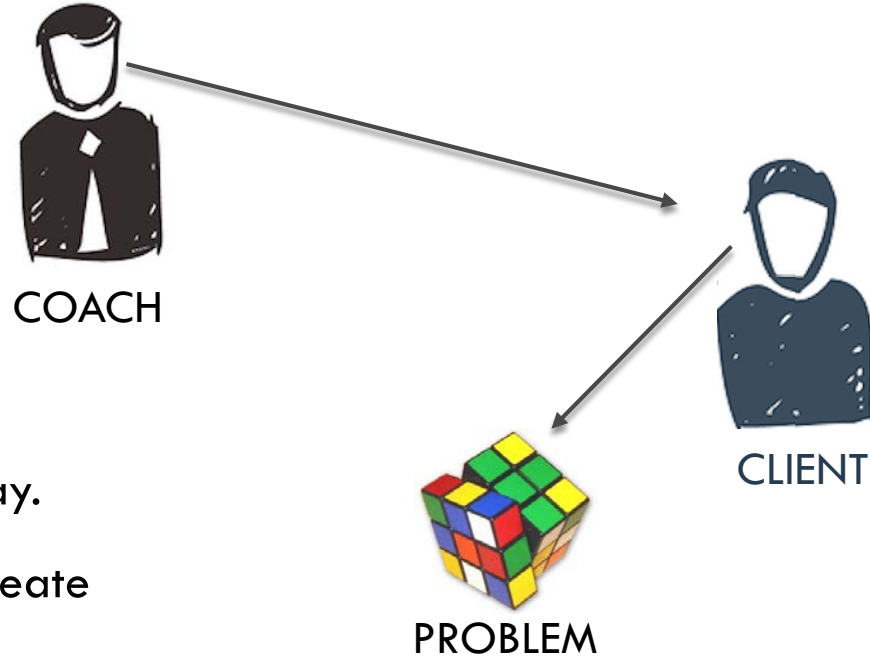
Better: Coach the Problem via the Person

Coach focuses on the client, who is focused on the problem.

Coach asks the client to describe the problem to the client (not to the coach).

Coach invites the client to see the problem more clearly and to process the problem in a fresh way.

Coach creates space for client to create a solution for the problem.



Better: Coach the Problem via the Person

EXAMPLE: problem with boss

How significant is this for you?

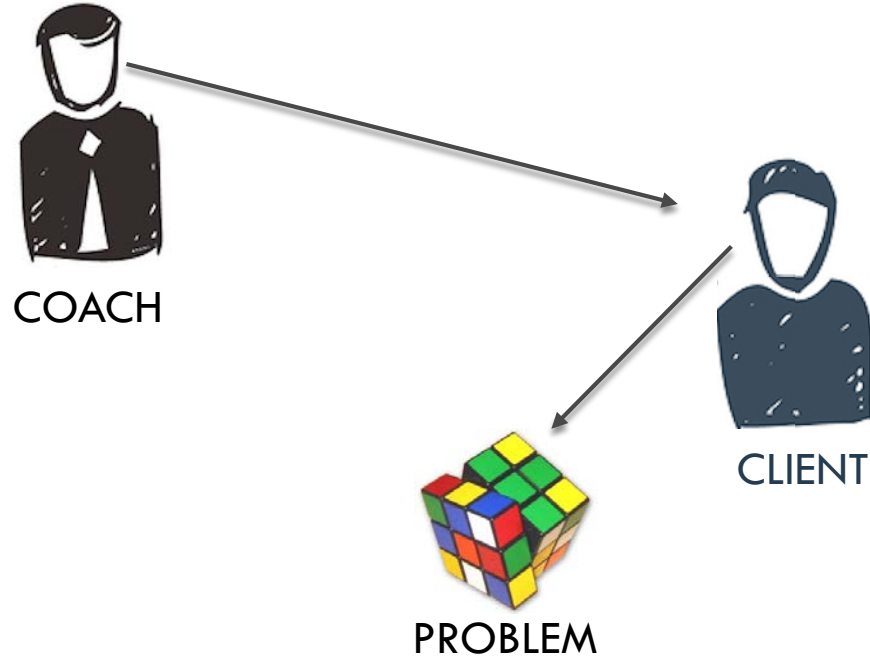
What about this is most challenging for you?

How would you like things to be?

What options can you create?

How would your hero handle this?

What would you like to try?



Better: Coach the Problem via the Person

Expected Results

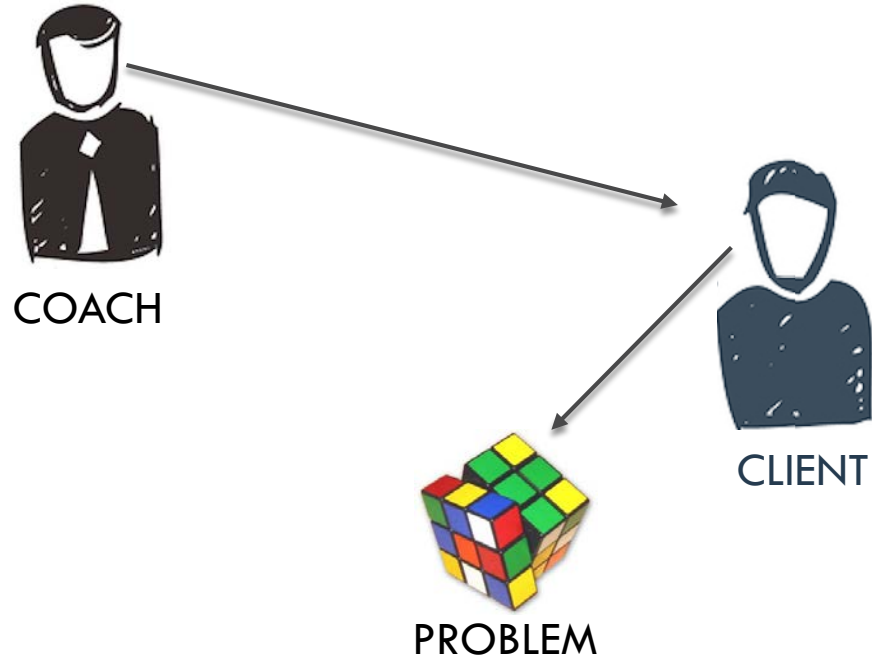
Client's thinking gets a boost.

Client experiences a shift in perspective.

Client formulates new and better options for solving the problem.

The client unleashes his best thinking on the problem.

Problem gets solved by client.



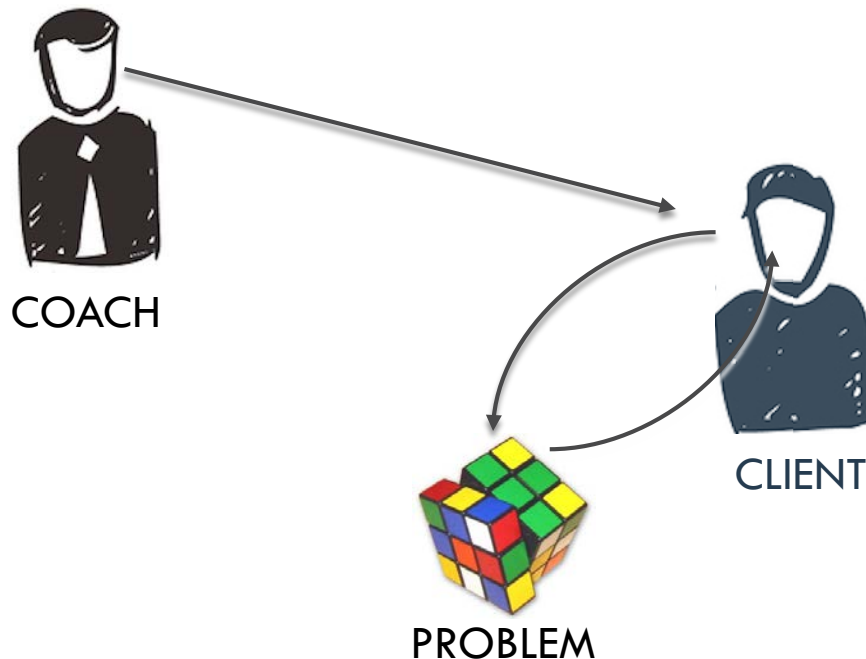
Transformational: Coach the Person

The “problem” becomes a mirror for client self-awareness and growth.

Coach invites the client to shift focus from problem to self (client).

Coach invites the client to let the problem reveal new insights about the client.

Coach creates space for client to experience “internal shifts.”



Transformational: Coach the Person

EXAMPLE: problem with boss

What does this reveal about you?

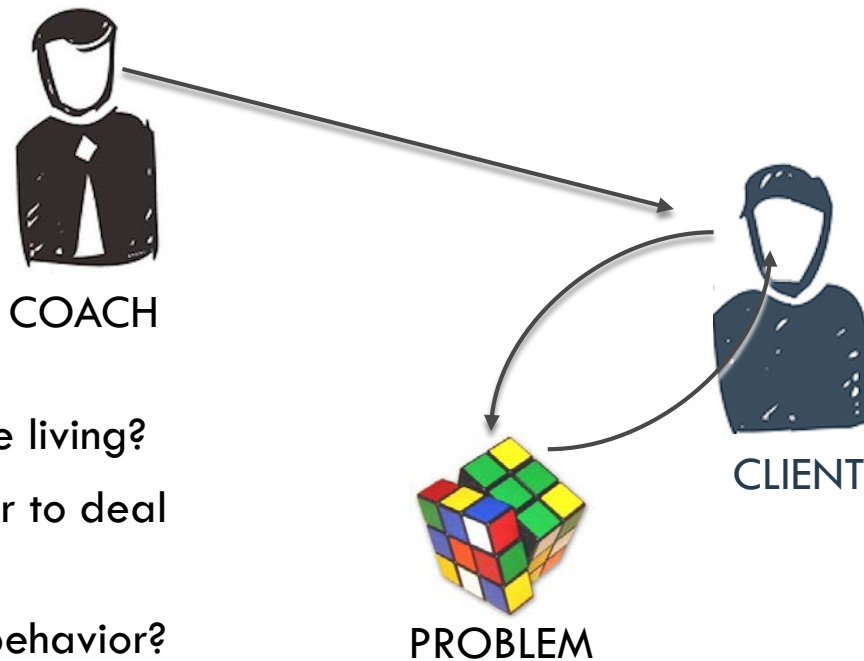
What change does this require of you?

What new belief (value, strength, assumption, identity) is necessary?

How does this change the story you're living?

Who do you need to become in order to deal most effectively with this?

How will internal shifts change your behavior?



Transformational: Coach the Person

Expected Results

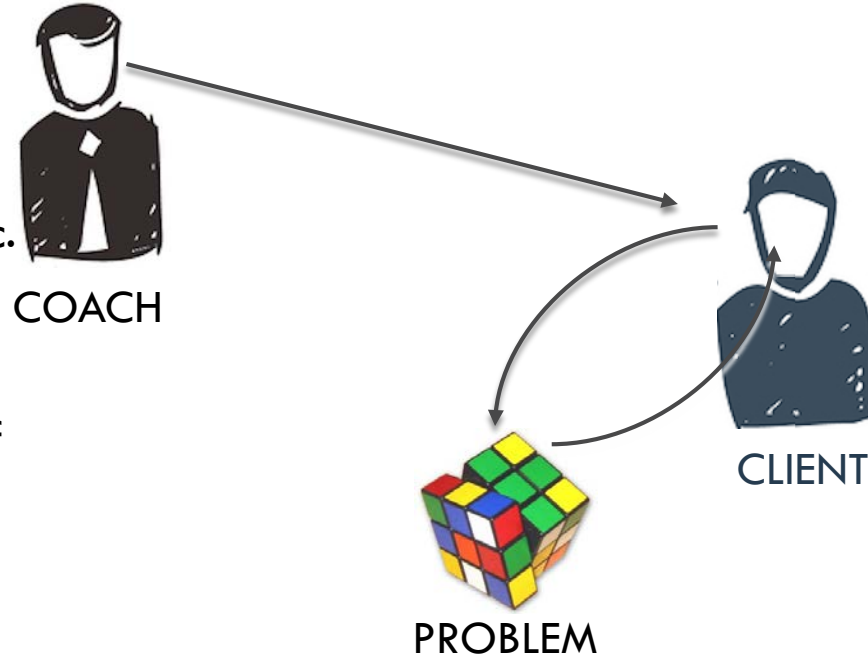
Client learns about himself.

Client addresses personal beliefs, tolerations, assumptions, character, etc.

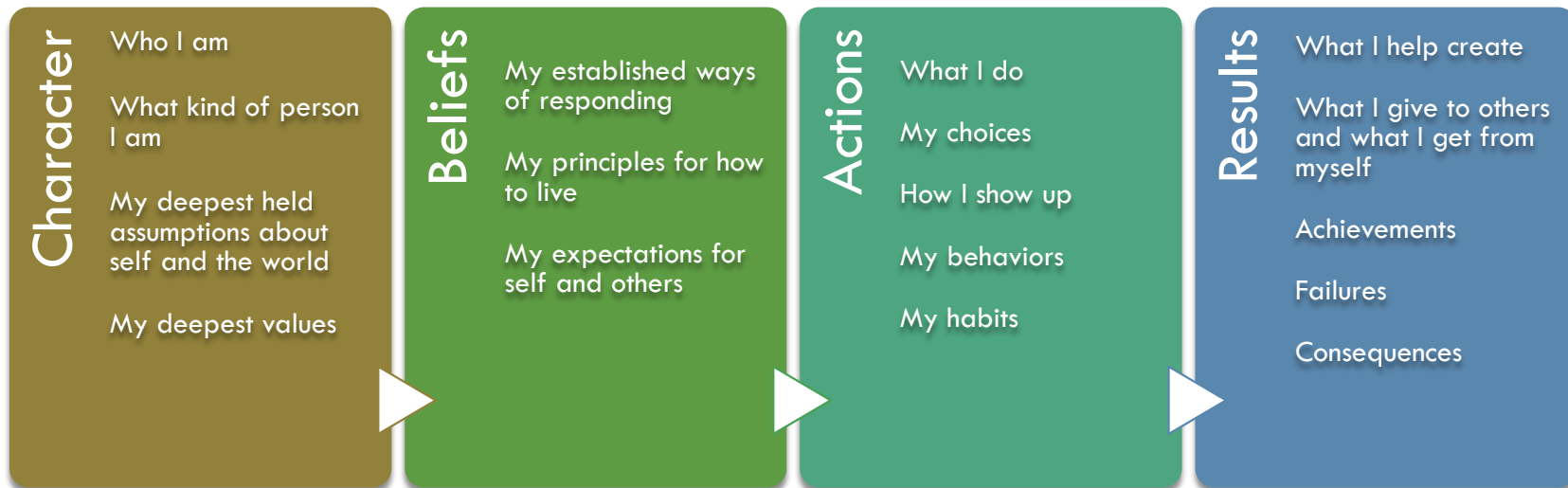
Client develops new capacity by making internal shifts.

Client experiences the highest level of change: transformation.

AND the problem gets addressed.



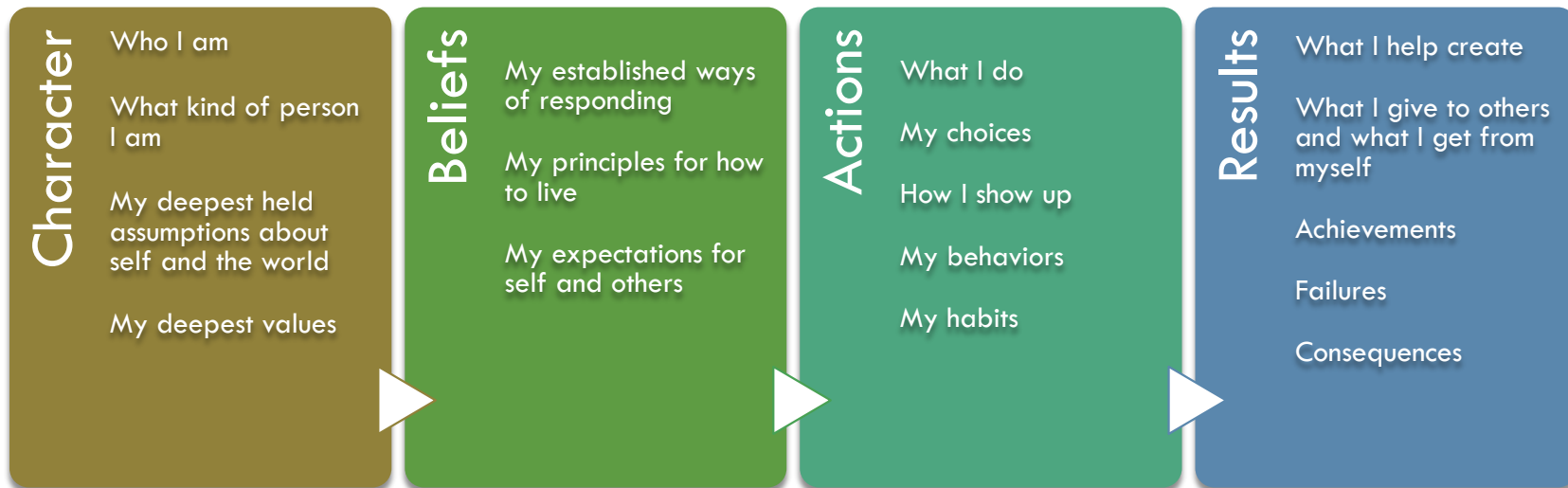
Deep Change Model



- Client's level of awareness and ability to influence +

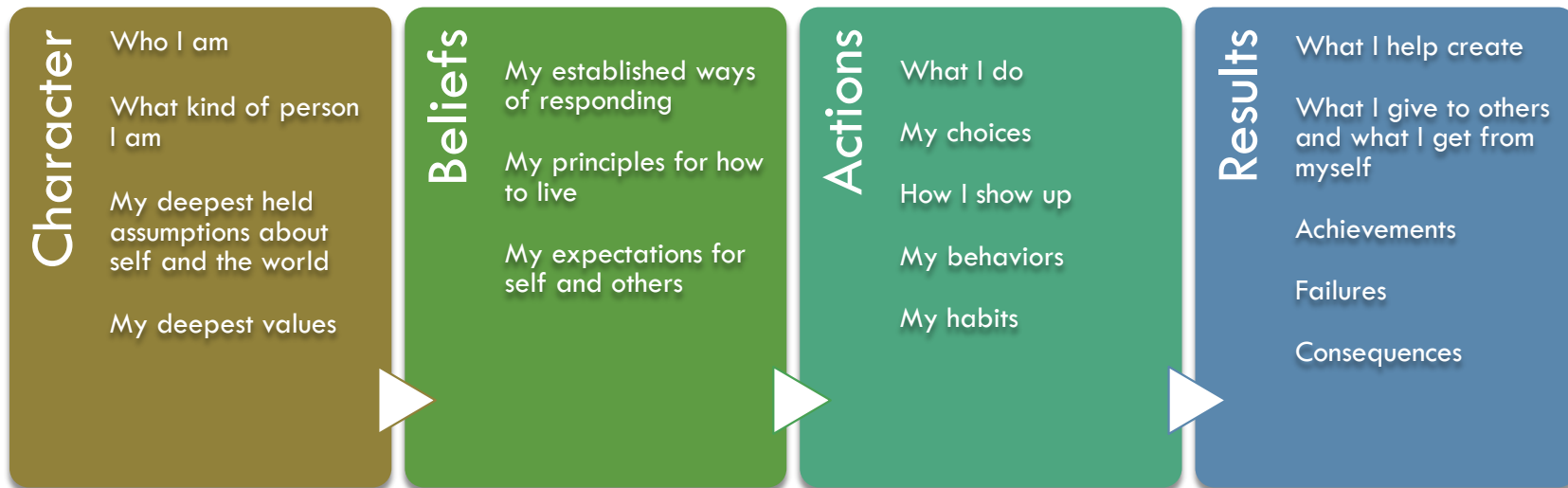
+ The degree of lasting impact that change creates -

Deep Change Model



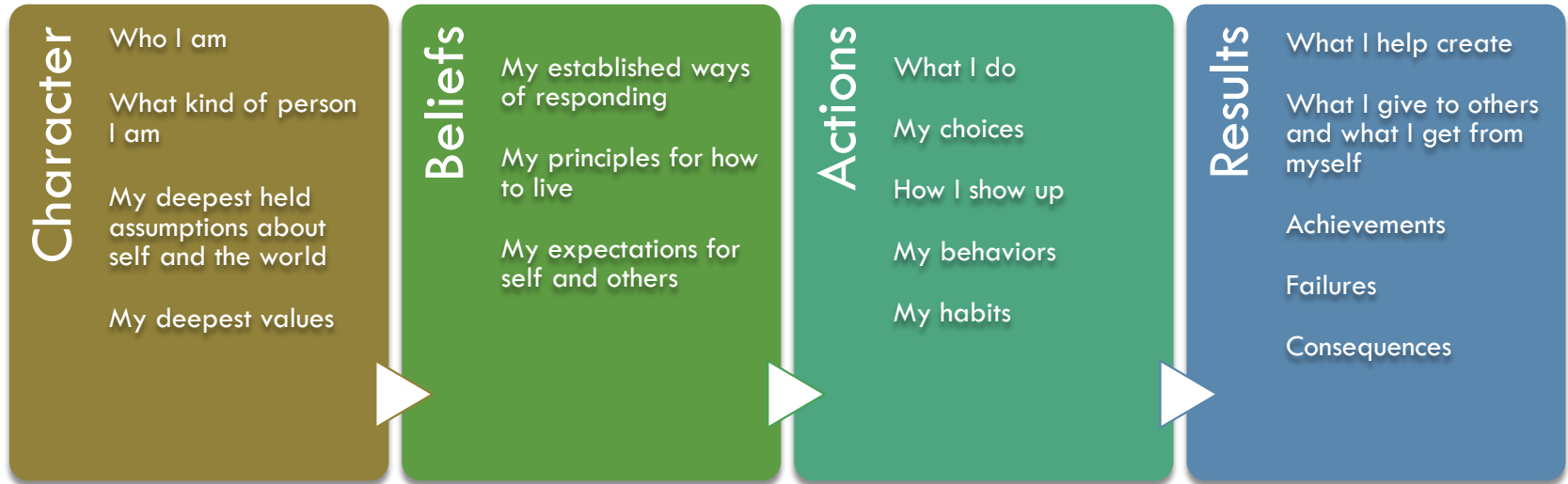
BEGINNER COACHING focuses on actions, with the coach making suggestions for how the client can show up differently in order to get better results.

Deep Change Model



BETTER COACHING focuses mostly on actions, with the coach drawing out new ideas from the client for how the client can create better results.

Deep Change Model



TRANSFORMATIONAL COACHING builds on “better coaching” by inviting the client to focus on beliefs and even character in order to transform into someone capable of dealing with the current problem (as well as future ones).

Quick Summary

Coach the Problem	Coach the Problem via the Person	Coach the Person
The coach joins the client in thinking through and solving the client's problem.	The coach helps the client approach the problem more effectively and form better solutions.	The coach invites the client to think about the client and improve the client.
Coach: describe your problem to me so I can make suggestions.	Coach: look at the problem in a new way so you can discover new options.	Coach: consider what the problem reveals concerning what to change about yourself.
GROW BEYOND THIS	EMBRACE THIS	LEARN TO INVITE THIS

REMEMBER...

- ✓ Not every coaching session will (or should) result in client transformation.
- ✓ Coaching the problem via the person (“Better Coaching”) is where most coaching occurs and is valuable coaching.
- ✓ The coach should expectantly invite deeper change, but not force it.



The path to becoming a great coach:

- + **CAM 101** Intro to Coaching
- + **CAM 501** Foundations of Christian Coaching
- + **CAM 502** Establishing a Dynamic Coaching Relationship
- + **GMC** Group Mentor Coaching

32 hours of ICF-approved training AND 10+ Hours of mentor coaching. Total cost is \$2150.

New cohort starts February 6



Questions
and
Comments

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