

4 CORNERSTONES
OF EFFECTIVE
COACHING



The CAM Community of Coaches

We exist to express and expand the kingdom of God through coaching.

- Chad Hall, MCC
President
- Brian Miller, PCC
Executive Director

The logo for Coach Approach Ministries (CAM) features the letters 'CAM' in a large, bold, dark blue sans-serif font. Below the letters, the words 'coach approach ministries' are written in a smaller, lighter blue sans-serif font. A vertical line is positioned to the left of the text.

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What is your level of coach training?

- I have a coaching certification
- I have some training
- I have no training

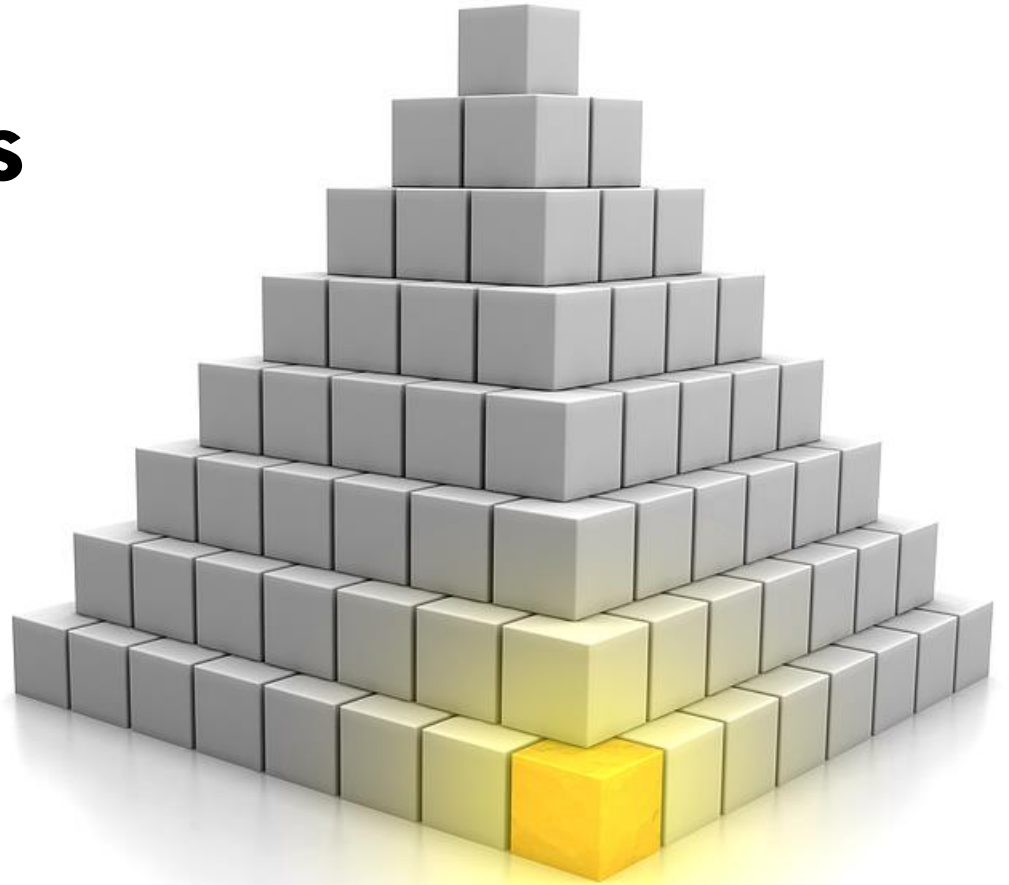
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Take our Poll

4 Cornerstones of Coaching

There's more to coaching than these 4 elements, but everything aligns with them and builds upon them.



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AGREEMENT

5 Expectations for Coaching

Welcome to coaching! Here are five things I want you to expect.

Expect to focus

Most conversations kind of wander along. Coaching doesn't. Coaching is more like a meeting with a clear purpose and an agenda. A successful coaching conversation focuses on a topic that's important to you and moves through four focused phases:

- *Goal* – we'll focus on what you want in relation to your topic. How do you want things to be?
- *Reality* – we'll get clear about the gap between how things are and how you want them to be.
- *Options* – we'll focus on possible paths for closing the gap. We will brainstorm options and then pick the best option(s) for moving forward.
- *What* – we'll turn your options into action and get crystal clear on what you're going to do, when you're going to do it, and do you have the willpower to make it happen.

Expect to be asked discovery questions

There are two kinds of questions: recall and discovery. A discovery question prompts you to think and to create. A recall question prompts you to sort through your mental file folders in search of a correct answer. My questions aren't intended to have you explain things to me or get me up to speed. Instead, you should respond in ways that reveal new insights for you.

Expect to work

Coaching makes you think, which is work. Your brain is an incredible calorie-burning machine. Thinking takes energy – lots of energy. If you mistakenly expect the coaching relationship to be a walk in the park, you'll tend to resist climbing mountains. Adjust your expectations and embrace the fact that rewards come in proportion to effort. Your willingness to work hard will pay off.

Expect to be uncomfortable

I really don't like this expectation, which means it's as much for me as it is for you. I prefer to be liked and to keep things friendly. I like my clients, but I will often need to challenge you and make you uncomfortable in order to best serve you. Please don't misinterpret the discomfort as something coming from a place of malintent. Discomfort is the pathway to growth.

Expect to change

Coaching is mostly talk, but please know this: words aren't enough. We use words in order to create change. You can have anything you want. Just be clear what you want, find out the cost, and pay the cost. The cost will always involve change.

Want a copy?

Send an email to

chad@ca-ministries.com

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AGENDA

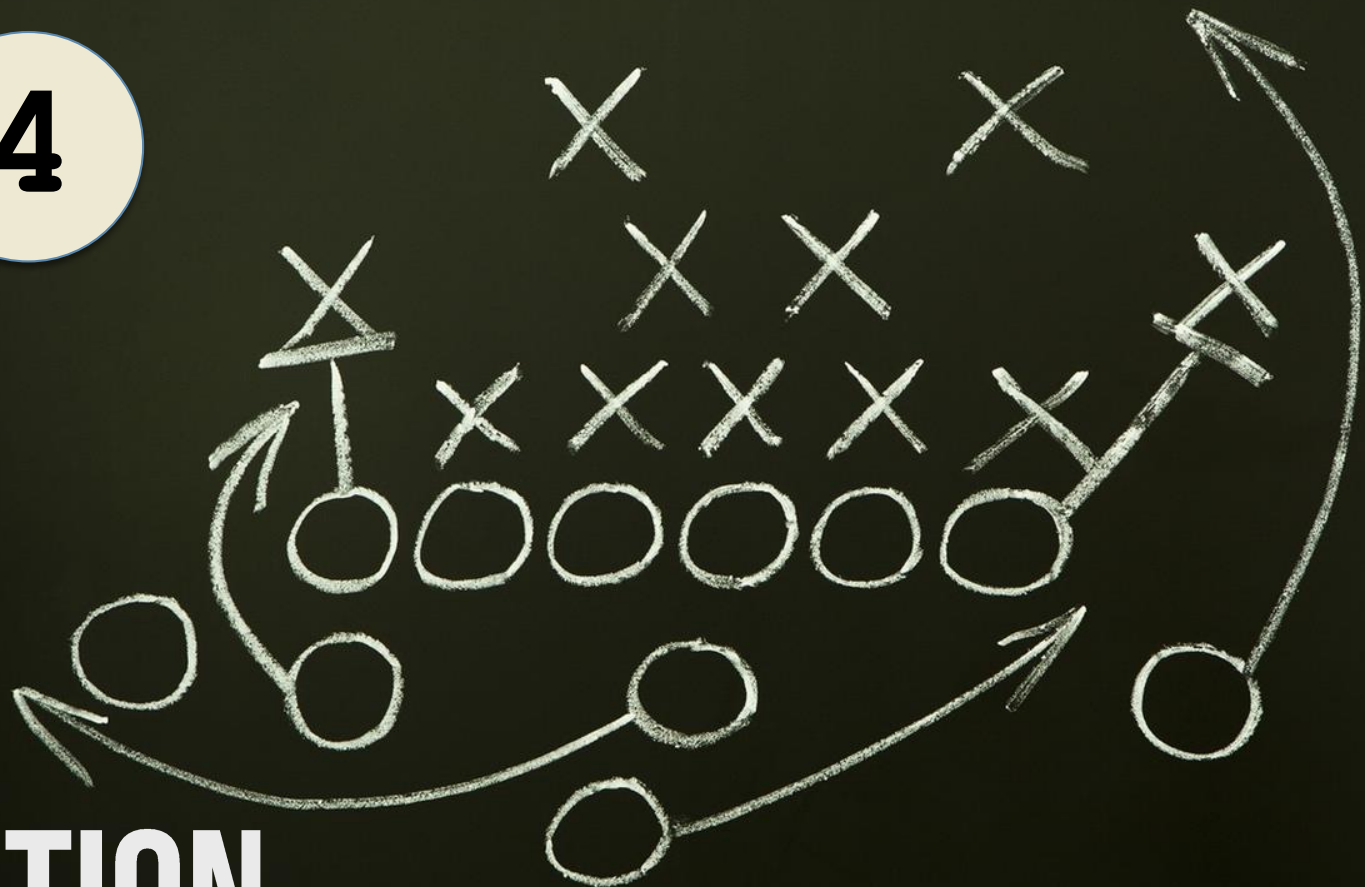


3

AWARENESS



4



ACTION

How the Cornerstones Align

- The **Agreement** sets the foundation and expectations of the relationship, including the fact that the relationship exists to serve the client's **Agenda**.
- Each coaching conversation serves to forward the client's Agenda by evoking new **Awareness** and then turning that Awareness into **Action**.



Approved Coach Specific Training Hours
International Coach Federation

Your path to the ECC starts with **CAM 501 Foundations for Christian Coaching** (online), which begins February 7th.

Class sessions are held on Mondays at 2pm Eastern Time.

Check your email for details.



QUESTIONS AND COMMENTS

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