



EFL “Brieflet”: Engaging with Coaching

Coaching is a “process for enhancing well-being and performance in personal life and work domains” (International Society of Coaching Psychology). Coaches come from a variety of professional backgrounds. The approach of Coaching Psychologists is informed by an applied understanding of the complexities of human motivation, behaviour and interpersonal relationships.

The best coaching experience occurs in a working, insightful space which:

- Prioritises trust and confidentiality
- Is collaborative and purposeful
- Enhances motivation, hope and resilience
- Is future-focused, whilst learning from previous experience
- Strengthens management of challenging thoughts, emotions & situations
- Enhances clarification and implementation of goals

Many users of coaching consider reputation as important a recommendation for a coach as formal qualifications. Increasingly, membership of a professional body or recognised agency, and receiving ongoing professional supervision are also considered essential. In any event, engaging and working with an effective coach requires a number of steps:

1. Contact and meeting (coachee, coach, sponsors) - clarify confidentiality, lines of reporting, how change is to be measured
2. Agree contract - signifying mutual understanding of expectations
3. First session (coachee, coach) - to check “fit”, current context, working relationship and start identifying coachee goals
4. Initial summary - coach to feedback to coachee their understanding of coachee context and aspirations
5. Ongoing work - including discussion, between session practice, change reviews and measurement
6. Final review (coachee, coach (sponsor)) - coachee/sponsor/other review the impact of coaching process on change; consider further coaching; plan what next.

A simple and one of the most commonly-used coaching session techniques for everyday situations is that adapted by Tony Grant from Sir John Whitmore's *GROW* Model:

R - Review - what ideas/skills have you tried so far?

E - Evaluate - how effective were these?

G - Goal - what is your goal for this session?

R - Reality - what is your current work/personal situation? Who else is involved? What are the dynamics?

O - Options - what have you tried so far/what other things might work?
Explore

W - Wrap up & what/where next - so, what are you committing yourself to do, by when, how?

My sources for your further interest

Grant, A. (2011) Is it time to REGROW the GROW model? Issues related to teaching coaching session structures. *The Coaching Psychologist*, **7 (2)**, December.

Hawkins, P. & Smith, N. (2006) *Coaching, mentoring and organizational consultancy: supervision and development*. Maidenhead: Open University Press
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Whitmore, Sir J. (1992) *Coaching for performance: a practical guide to growing your own skills*. London: Nicholas Brealey

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Coaching Psychosocial Support Supervision