

Advancing Your Coaching Skills (AYCS) Webinar 3 – May 15, 2019



Carly Anderson, MCC
Coach, Mentor Coach,
Coach Trainer, ICF Assessor

Full Being Coaching, Inc. and Carly Anderson. All Rights Reserved. 2019.
<https://fullbeingcoaching.com>

1



WEEK THREE - OUTLINE

- What did you experiment with this week.... Coaching Presence? Partnering? Who listening? Spacious? Or something else?
- Deeper dive in to CC #2: Establishing the Coaching Session Agreement, CC #10: Planning and Goal Setting
- Fieldwork assignments for next 3 weeks

2

THE 'SPOTLIGHT' COACHING CONCEPT*



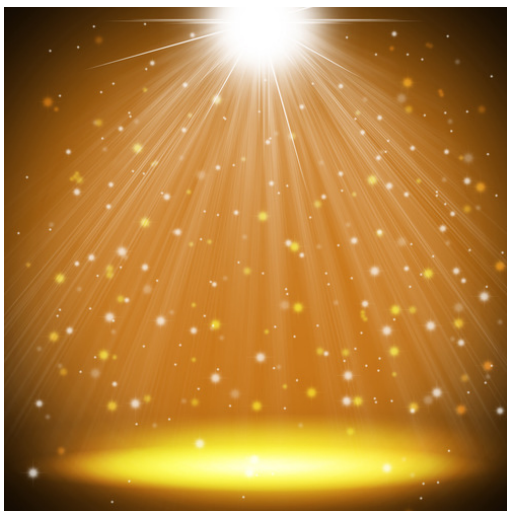
Keep your Client in the Spotlight

How do you do that?

*from the mind of Carly Anderson – it's made up. Try for yourself.

3

THE 'SPOTLIGHT' COACHING CONCEPT*



Keep your Client in the Spotlight

You are Partnering with the client by
'holding the spotlight' on them.
You are not in their spotlight with them.

Language choice (you vs we)
Not interrupting the client
Minimizing sounds and words (hmm hmm,
okay, yeah)
Letting client celebrate wins without you
"Congratulations" while they're speaking
about their wins.

*from the mind of Carly Anderson – it's
made up. Try for yourself.

4



DEEPER DIVE INTO CC #4, #5, #3

Deeper dive in to:

CC #2: Establishing the Coaching Session Agreement, and

CC #10: Planning and Goal Setting

5

THE TARGET APPROACH

A DIFFERENT VIEW OF THE ICF CORE COMPETENCIES

Target Competencies

Application/Structural Competencies

- Establishing the Coaching Agreement
- Planning & Goal Setting

Output Competencies

- Trust & Intimacy
- Creating Awareness
- Designing Actions
- Managing Progress & Accountability



CARLY ANDERSON, MCC, AUTHOR OF THE TARGET APPROACH: DEMYSTIFYING THE ICF CORE COMPETENCIES
WWW.CARLYANDERSON.COM ALL RIGHTS RESERVED. 2013.

THE ICF CORE COMPETENCIES ARE THE PROPERTY OF WWW.COACHFEDERATION.ORG

6

THE TARGET APPROACH

A DIFFERENT VIEW OF THE ICF CORE COMPETENCIES

Application (Structural) Competencies

- **CC #2: Establishing the Coaching Agreement**
..... what, why, success, gaps
- **CC #10: Planning & Goal Setting**
..... the client's bigger picture



CARLY ANDERSON, MCC. ALL RIGHTS RESERVED. 2013. WWW.CARLYANDERSON.COM

7



CC #10: Planning & Goal Setting

Establishing the Coaching Agreement.

We won't be covering **contracting** with your client in this webinar series.

However, I recommend you always support your client to create *a Coaching Development Plan, with client-decided outcomes for the entire coaching engagement.*

Resource is my blog article <https://carlyanderson.com/creating-a-coaching-development-plan>



8



Example Intake Questionnaire Questions

What interests you about this coaching opportunity?

What is it that you really, really want to create (in your work/in your life?)

What is holding you back from getting there?

How will your life feel and look like when you get there?

What are 3 most important outcomes you want from our coaching that support you toward your desired future?

Which personal qualities, habits, and behaviors do you want to develop to help you reach these outcomes?

What are you willing to commit to in order to realize your outcomes?

Is there anything else you'd like me to know about you?



9



CC #10: Planning & Goal Setting

PCC Markers Competency 6: Powerful Questioning

Any of these 3 markers are great to ask to support the client think 'beyond' about their ideal self, or ideal situation, or ideal future.

#2: Coach's questions help the client explore **beyond** his/her current thinking to new or expanded ways of thinking about himself/herself.

How can you challenge your view of what your role is?

What is another way for you to develop your confidence?

#3: Coach's questions help the client explore **beyond** his/her current thinking to new or expanded ways of thinking about his/her situation.

How could you approach this meeting differently than the past?

#4: Coach's questions help the client explore **beyond** current thinking towards the outcome he/she desires.

What will reaching your overall goal in 5 years what does it look and feel like?

If you imagine your ideal day, what is occurring for you?



10



CC #2: Establishing the Coaching (session) Agreement MCC MSR (minimum skill requirements)

"If you don't know where you are going, you will probably end up somewhere else." – Yogi Berra

Key Skills Evaluated:

- 1) The depth of creation of agreement for session;
- 2) The coach's ability to partner and the depth of partnering with the client in the creation of agreement, measures of success, and issues to be addressed.



11



CC #2: Establishing the Coaching (session) Agreement MCC MSR (minimum skill requirements)

Further distinctions:

- Coach explores fully what client wants from the session, establishes measures of success for client in session, and ensures client and coach are both clear about coaching purpose.
- Coach regularly returns to check regularly of whether direction of coaching is continuing to serve client's coaching purpose and makes changes in direction if necessary on feedback from client.



12



CC #2: Establishing the Coaching (session) Agreement PCC Markers distinctions

1. Coach helps the client identify, or reconfirm, what s/he wants to accomplish in the session.
2. Coach helps the client to define or reconfirm measures of success for what s/he wants to accomplish in the session.
3. Coach explores what is important or meaningful to the client about what s/he wants to accomplish in the session.
4. Coach helps the client define what the client believes he/she needs to address or resolve in order to achieve what s/he wants to accomplish in the session.
5. Coach continues conversation in direction of client's desired outcome unless client indicates otherwise.



13



Examples

PCC Markers Competency 2: Creating the Coaching Agreement

1. Coach helps the client identify, or reconfirm, what s/he wants to accomplish in the session. *(Carly quote: Coaching begins from the very first breath. Listen carefully...)*

What would you like to accomplish in our session today?

I hear your topic. What is your ideal outcome by the end of our session around this topic?

2. Coach helps the client to define or reconfirm measures of success for what s/he wants to accomplish in the session.

What would make this a really successful session for you in relation to your goal?

What would be the evidence that you would have achieved your outcome by the of this session?

To clarify, this will be a successful session for you if you feel confidence approaching this upcoming meeting. Is that correct?



14



Examples

PCC Markers Competency 2: Creating the Coaching Agreement

3. Coach explores what is important or meaningful to the client about what s/he wants to accomplish in the session.

What makes this concern important to discuss today?

What's your motivation for wanting this now?

What would change for you if you had more [confidence] approaching the meeting?

4. Coach helps the client define what the client believes he/she needs to address or resolve in order to achieve what s/he wants to accomplish in the session.

What do you perceive are underlying issues to address?

What might you need to explore for you to achieve your outcome today?

What do you think you need to resolve in order for you be ready for

Your meeting with your new Manager?



15



Examples

PCC Markers Competency 2: Creating the Coaching Agreement

5. Coach continues conversation in direction of client's desired outcome unless client indicates otherwise.

How is this conversation supporting you so far toward your desired outcome?

A quick check in. How is this conversation moving you closer to your goal for this session?

How on track do you feel this conversation is for you so far?

It sounds like you are raising a new topic, or is it part of the same topic?

What else do you want to explore to help you reach your outcome for today?

How would you describe your [confidence] now versus beginning this session?

NOTE: *Many of the above questions are Partnering and Managing Session Progress questions, which support other competencies.*



16



FIELDWORK FOR THE NEXT THREE WEEKS

Experiment with what you've learned so far. One skill at a time.

Listen to 68 minute audio-visual of The Target Approach. Complete and return form called, "The Target Approach Model CCEs Form." **Absolute deadline for 1.5 hours of CCEs is July 3, 2019**

Listen to recording 2. Use "Recording #2 Review Form" to copy and paste evidence from the transcript for "Structural" Competencies - #2, and #10 (which will be in Powerful Questioning, Marker 2, 3, and/or 4). Also I recommend Coaching Presence, marker 5 as coach demonstrates excellent Partnering, a differentiator between ACC and PCC skill levels. **Absolute deadline for 1.5 hours of CCEs is June 5.**

Webinar 4 on June 5: We'll debrief recording 2. Plus your listening of 68 minute audio-visual of The Target Approach. And distinctions on Core Competency #7 – Direct Communication.

17




FORMS RETURN AND MEMBERS-ONLY ACCESS

Email address for returning all of your forms is advancedcoachingskills@icf-nj.org

Access materials on Members-Only page.
<https://carlyanderson.com/member-login>

Username: your first initial and last name, lowercase. e.g. Carly Anderson is **canderson**
Password: **private0919**

18




Further resources:

Monthly e-newsletter

Blog articles for coaches to improve their coaching skills and core competency distinctions

<https://carlyanderson.com/blog>

"Our essential purpose is to be the best version of ourselves." Matthew Kelly



Carly Anderson, MCC
Coach, Mentor Coach,
Coach Trainer, ICF Assessor

Acknowledgement goes to the International Coach Federation and all the coaches over the years who have contributed to developing and evolving the ICF Core Competencies, and continue to do so. <https://coachfederation.org>

Full Being Coaching, Inc. and Carly Anderson. All Rights Reserved. 2019.
<https://fullbeingcoaching.com>