Life Coaching



Complete Life Coaching and Personal Coaching Course

Compiled by Dean Amory

Personal Coaching

DEFINITION AND COACHING MODELS

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The greatest good you can do for another is not just to share your riches, but to reveal to him his own. – Benjamin Disrael

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TABLE OF CONTENTS

1 INTRODUCTION.....12

1 LIFE COACHING : WHAT IT IS - HOW IT WORKS.....13
1.1 BENEFITS OF PERSONAL OR LIFE COACHING....15
1.2 DESCRIPTON OF THE COACHING STYLE.....20
1.3 COACHING MAXIMS.....22
1.4. CORE COACHING SKILLS.....23
1.5. MOTIVATIONAL INTERVIEWING.....67
1.6. THE COACHING CONVERSATION.....89
1.7. THE STRUCTURE OF COACHING SESSIONS.....98

2 MODELS FOR COACHING.....114
2.1. THE GROW COACHING MODEL.....116
2.2 THE GO-PASS COACHING MODEL.....124
2.3 RADAR-COACHING.....126
2.4 PETER HAWKIN'S CLEAR MODEL.....130
2.5 BECK'S COGNITIVE BEHAVIORAL MODEL.....132
2.5.1 THE ABCDE COACHING MODEL.....136
2.6 NARRATIVE COACHING.....147
2.7 THE GATHER FAME MODEL.....159
2.8 ENNEAGRAM BASED COACHING.....162
2.9 GERARD EGAN'S 3 STEPS MODEL.....171
2.10 EGAN'S SKILLED HELPER MODEL.....172
2.11 THE ROGERIAN BASED COACHING.....184
2.12 THE SIMPLIFIED FOUR STEPS MODEL.....194
2.13 SOLUTION FOCUSED COACHING.....195
2.14 OSKAR.....207
2.15 SYSTEMIC COACHING.....211
2.16 APPRECIATIVE INQUIRY BASED COACHING...219
2.17 THE SUCCESS COACHING MODEL.....229

2.18 THE STEPPPA COACHING MODEL.....232
2.19 THE WHAT COACHING MODEL.....236
2.20 THE ACHIEVE COACHING MODEL.....238
2.21 THE LASER COACHING MODEL 248
2.22 THE POSITIVE COACHING MODEL.....254
2.23 THE POWER COACHING MODEL.....257
2.24 THE SPACE COACHING MODEL.....261
2.25 THE CRAIC COACHING MODEL.....262
2.26 THE STEER COACHING MODEL.....263
2.27 THE CIGAR COACHING MODEL 266
2.28 THE STAR COACHING MODEL.....267
2.29 THE OUTCOMES™ MODEL.....268
2.30 THE TREE COACHING MODEL.....270
2.31 THE AMAP2™ COACHING MODEL 275
2.32 THE RESULTS™ COACHING MODEL.....278
2.33 THE STRIDE COACHING MODEL.....279
2.34 THE FLOW COACHING MODEL.....280
2.35 THE HILDA COACHING MODEL.....281
2.36 THE FORREST COACHING PATH 283
2.37 THE FIVE-STEP COACHING MODEL 286
2.38 THE FOUR PHASE MODEL 292
2.39 LIFE CYCLE COACHING.....294
2.40 YOUNG BUSINESSNET PRACTISE MODEL.....299
2.41 THE ACHIEVE SUCCESS COACHING MODEL....300
2.42 THE BLENDED COACHING MODEL 303
2.43 THE TIM COACHING MODEL 308
2.44 THE SPIN COACHING MODEL 312
2.45 HOLLISTIC COACHING 314

NEXT IS WHAT YOU WILL FIND IN PART 2 :

3 TECHNIQUES FOR COACHING.....317

3.1. ACTIVE LISTENING 317
3.2. ASKING QUESTIONS 330
3.3 HERON'S 6 CATEGORIES OF INTERVENTION 360
3.4 RESPONSIVENESS 362
3.5 GIVING FEEDBACK 364
3.6 FRAMING - REFRAMING 372
3.7 REALITY CHECK 383
3.8 SCALING TECHNIQUES.....385
3.9 EXTERNALISING OF PROBLEMS 389
3.10 CREATING RAPPORT 393
3.11 COLLABORATION BUILDING 402
3.12 SAYING "NO".....422
3.13 I-MESSAGES 432
3.14 ADVISING 440
3.15 CREATIVE THINKING 449
3.16 TURNING PROBLEMS INTO POSSIBILITIES 491
3.17 SUMMARIZE, EVALUATE AND WRAP UP 498
3.18 ENACTING 509
3.19 THE MIRACLE QUESTION.....525
3.20 SHARING INFORMATION.....530
3.21 SELF DISCLOSURE 533
3.22 USING INTUITION.....542
3.23 RECOGNISE LIFE PATTERNS.....550
3.24 BREAKING THE DRAMA TRIANGLE.....604
3.25 VOICE DIALOGUE 611
3.26 CONFRONTATION 615
3.27 PROVOCATION.....632
3.28 MINDFULNESS 638
3.29 HOMEWORK 647
3.30 HUMOR 648
3.31 RESPECT.....651

3.32 AFFIRM, ACKNOWLEDGE, COMPLIMENT, CELEBRATE 655
3.33 PAYING ATTENTION 661
3.34 TRUST 664
3.35 ALLOWING TIME AND SPACE 666
3.36 COPING 678
3.37 DIAGNOSING 688
3.38 THE PERSONAL DEVELOPMENT PLAN 697
3.39 TRACKING 711
3.40 JOINING THROUGH MAINTENANCE, TRACKING AND MIMESIS 722
3.41 PARADOXICAL INTERVENTION 726
3.42 EMPTY CHAIR TECHNIQUE 728
3.43 THE HUNGER ILLUSION 730
3.44 VALIDATE, INTENSIFY, EMPHASIZE, CONFIRM 733
3.45 CHALLENGE EXISTING PATTERNS 747
3.46 SOLUTIONS AND SUCCESSES TO DATE 751
3.47 USING SUGGESTIVE COMMUNICATION 763
3.48 THE POWER OF "YES" 784
3.49 VISUALIZATION 786
3.50 BORROWED GENIUS 839
3.51 IMMEDIACY 843
3.52 CHALLENGING THE COACHEE 845
3.53 MODELLING 850
3.54 PROBLEM ANALYSIS 858
3.55 POSITIVITY 864
3.56 HEAD ON COLLISION 867
3.57 TRANSFERENCE INTERPRETATION 870
3.58 PRIMAL THERAPY 873
3.59 FOCUSING 875

NEXT IS WHAT YOU WILL FIND IN PART 3

4/ USEFUL SKILLS 878
4.1. PROBLEM SOLVING 878
4.2 DEALING WITH OBSTACLES AND RESISTANCE901
4.3 FIXING GOALS.....934
4.4 MOTIVATING OTHERS 949
4.5 SURFING THE FLOW SPIRAL 956
4.6 INCREASING SELF ESTEEM 976
4.7 RESOLVING CONFLICT 995
4.8 DYSFUNCTIONAL PERSONALITY TYPES.....1008
4.9 DEALING WITH DIFFICULT PEOPLE 1013
4.10 LEARNING STYLES 1034
4.11 CHANGE MANAGEMENT 1050
4.12 THE GRIEF CYCLE 1082
4.13 KNOWING AND NOT KNOWING.....1089
4.14 RELAPSE PREVENTION.....1156
4.15 BRAINSORTMING.....1159
4.16 DESENTISATION.....1175
4.17 BUILDING ASSERTIVENESS 1176
4.18 ROOT CAUSE ANALYSIS.....1178
4.19 THE JOHARI WINDOW.....1180
4.20 DECISION MAKING.....1183
4.21 TIME MANAGEMENT 1188
4.22 STRATEGIC PLANNING 1223
4.23 ACTION PLANNING.....1244
4.24 THE POWER OF HABITS 1254
4.25 THE ART OF DELEGATION 1258
4.26 AFFIRMATIONS AND POSITIVE THINKING 1266
4.27 STAGES OF THE CHANGE CONTINUUM.....1275
4.28 CONGRUENCE 1280
4.29 AUTHENTICITY.....1282
4.30 PARADIGMS 1286

4.31 BALANCE 1290
4.32 EMOTIONAL INTELLIGENCE (E.Q.).....1297
4.33 THE FIVE FREEDOMS.....1305
4.34 GENDER DIFFERENCES.....1311
4.35 PITFALLS FOR COACHING.....1314
4.36 FEAR.....1315
4.37 TEAMWORKING AND TEAMROLES 1322
4.38 ANGER MANAGEMENT 1326
4.39 LEADERSHIP STYLES.....1358
4.40 SWOT ANALYSIS.....1392
4.41 THINGS YOU WISH YOU HAD KNOWN SOONER1416
4.42 HOW TO INFLUENCE PEOPLE.....1447
4.43 THE MINTO PYRAMID PRINCIPLE.....1698

5 EXAMPLES OF COACHING DOCUMENTS 1701
5.1 EXAMPLE OF GENERAL INFORMATON FORM 1701
5.2 EXAMPLE OF COACHING AGREEMENT.....1707
5.3 EXAMPLE OF COACHING COMMITMENTS.....1712
5.4 EXAMPLE OF ASSESSMENT FORM 1714

INTRODUCTION

This is the first part in a series of three books about Personal coaching.

Part 1, "Personal Coaching" is about what Personal Coaching is and offers a surview of the most popular models for Personal Coaching (or "Life Coaching") and Self Coaching.

Part 2, "Techniques for Personal Coaching and Self Coaching" introduces you to the most powerful coaching techniques in use and describes the most successful questions and strategies for coaching.

Part 3, "Essential Knowledge for Personal Coaches", is a practical standard reference work highlighting the knowledge and skills that are indispensable for anybody who is considering life coaching as a career or as a serious self coaching process,

Dean Amory's Complete Life Coaching and Personal Coaching Course is your best guide for coaching your coachees and yourself towards maximizing your life potential and achieving a happier and more fulfilled life. Personal Coaching is an invaluable training manual for anybody who takes life coaching seriously.

1/ LIFE COACHING: WHAT IS AND HOW IT WORKS.

Life Coaching or Personal Coaching always starts with the "Here and Now" and looks forward. It focuses on the dreams and aspirations of the coachee - what their goals are, what they want - and then assists them to make things happen.

Personal coaching is not about healing wounds from the past (counselling), nor about transferring knowledge (teaching, instructing), nor about assisting people to find their way and become successful in a new study- or work related environment (tutoring). It is very similar to mentoring, but also different, because it is more structured and formal and aims to determine and achieve specific goals within a set period.

A personal coach will however make interventions across the borders listed above. For instance: besides from focusing on changes in attitude, convictions, performance and behaviour in order to achieve future oriented goals, the coach may also focus on such areas as developing personal skills, raising self awareness, stimulating critical thinking, coping with change or enhancing communication.

Like personal coaching itself, this manual crosses borders and also borrows from models and techniques used for counselling and mentoring that contribute to the quality of the personal coaching process without requiring a psychological approach, making it the perfect guide to develop your own power coaching model.

The process of life coaching involves three key phases:

Phase One: Assessment and Intake

During the initial phase, coach and coachee get to know each other. The coach shares information about the structure of the coaching process and finds out what coachee is expecting from him. He will also want to know about the coachee's present situation, both in terms of the difficulties that coachee is facing and of the resources available,

Phase Two: Problem Analysis and Strategy Planning

What kept coachee from reaching his goal? The difficulties experienced by coachee and the options available to him will be further analysed. Then, an action plan will be developed. The coach will monitor the coachee and further help him through constructive feedback.

Phase Three: Evaluation, Adaption, Further Support

During this final phase of the life coaching sessions, progress will be evaluated and either the coaching procedure will be ended, or a shedule for follow up sessions will be agreed upon.

The number of life coaching sessions that are necessary to complete the coaching cycle is limited. Typically, no more than five to seven sessions of life coaching are necessary. However on-going intermittent support can be beneficial.

Source: http://www.mylifegym.co.uk/life-coaching

1.1 BENEFITS OF PERSONAL- OR LIFE-COACHING

Coaching services are offered under a wide variety of names:

Life coaching, ADHD coaching, Business coaching, Career coaching, Executive coaching, Expat and Global Executive coaching, Financial coaching, Personal coaching, Health coaching, Sports coaching, Dating coaching, Conflict coaching, Victimization coaching, Christian coaching, Performance coaching, Skills coaching, ….

1.1.1 WHEN IS PERSONAL COACHING USEFUL?

Generally speaking, life coaching is recommended when there is a need for assistance at

1. Improving self knowledge and self awareness
2. Building self esteem, confidence and assertiveness
3. Reflection (Offering a sound-board)
4. Structuring tasks and responsibilities
5. Improving abilities for planning and goal-setting
6. Acquiring new skills or improving existing skills
7. Learning to solve (own) problems
8. Improving interpersonal skills
9. Enhancing relationships
10. Learning how to identify and act on personal needs
11. Becoming more effective, performing and assertive
12. Gaining new perspectives
13. Developing greater adaptability to change
14. Reducing stress levels
15. Sorting out personal issues that are blocking you
16. Having a positive impact on your environment

Personal coaching is for people who want to make a significant change in their life.

The coach will ask questions and challenge the coachees in order to stimulate them to

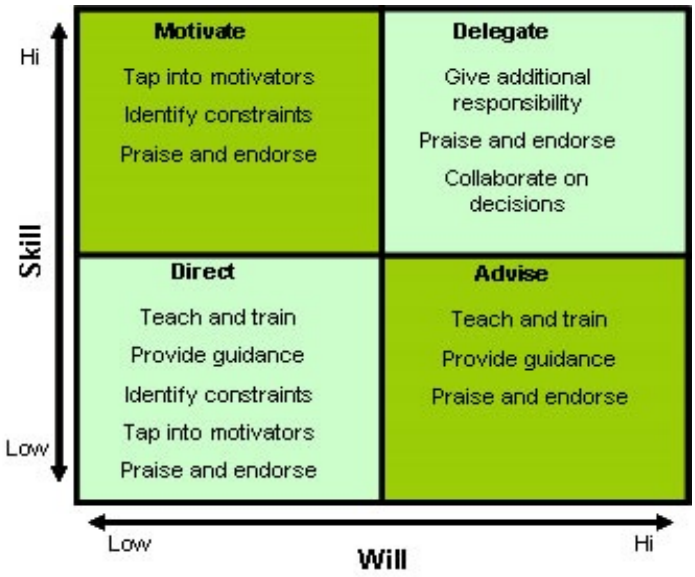
1. Identify, set and accomplish goals
2. Look at new perspectives
3. Become more effective / Increase performance
4. Find the focus and drive to progress in life / Stay motivated
5. Self improvement / Balance and boost personal growth
6. Self empowerment / Increase confidence
7. Deal with resistance, obstacles and conflicts

Personal Coaching requires motivation on behalf of the coachee

Hersey and Blanchard developed a grid to help determine the appropriate style to stimulate personal growth. They see "coaching" as most appropriate style when competence is high and motivation low. When competence is low, but motivation high, they suggest a different style defined as "convincing and encouraging"

In fact, life coaching combines aspects of both qualifications and can be used both to motivate coachee to stop procrastinating and do the things he knows he should do, as to advise and provide guidance to coachees that have the motivation to bring about change in their lifes, but are not sure about the way how to handle the situation.

In both cases however, there must be a strong motivation towards change itself . If you feel the coachee does not want to change at all, but has been forced to come and see you, chances of success will be very remote.


Motivate
Tap into motivators
Identify constraints
Praise and endorse
Delegate
Give additional responsibility
Praise and endorse
Collaborate on decisions
Direct
Teach and train
Provide guidance
Identify constraints
Tap into motivators
Praise and endorse
Advise
Teach and train
Provide guidance
Praise and endorse
Hi
Skill
Low
Low
Will
Hi


Coach
Situational Approach To Leadership
Continuum of Leadership Behavior that Emphasizes Decision Making
Managing by directing
Team maturity
Leading by empowering
1 Managers makes decision and announces it
2 Manager "sells" decision
3 Manager presents ideas and invites questions
4 Manager presents tentative decision subject to change
5 Manager presents problem, gets suggestions, makes decision
6 Manager defines limits; asks group to make decision
7 Manager permits subordinates to function within limits defined by superior
Adapted from: "The Tannenbum and Schmidt Leadership Continuum"
1000ventures.com

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