

Life Coaching



**Complete Life Coaching
and Personal Coaching
Course**

Compiled by Dean Amory

Personal Coaching

DEFINITION AND COACHING MODELS

Dean Amory

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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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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 survey 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 schedule 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 lives, 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.

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