

FREQUENTLY ASKED QUESTIONS ABOUT DEVELOPMENT COACHING:

What is a Development Coach?

A development coach does just what an athletic coach or music teacher does, only in a more complete and bigger way. A development coach challenges you and takes the time to find out what winning in life means to you. A development coach is your partner in living the life you know you can accomplish personally and professionally. A development coach is someone to hold you accountable for your life, to make sure you really live up to your potential.

International Coaching Federation (2003)

What will we do in Development Coaching?

Not unlike clinical supervision and reflection, development coaching concentrates primarily on the present and the future. It does not focus on your past or on that past's impact on the present, therefore it is not considered a form of 'therapy'. However I like to think development coaching outcomes for you might be considered 'therapeutic'. My personalised development coaching aims to;

- ✓ Help YOU set better goals and attain those goals
- ✓ Ask s YOU to do more than YOU would have done on YOUR own
- ✓ Focus YOU towards more quickly producing results
- ✓ Provide the tools, resources, support and structure for YOU to accomplish more

What happens when you hire my services as your Development Coach?

- ✓ You take yourself more seriously
- ✓ You take more effective and focused actions immediately
- ✓ You stop putting up with what is dragging you down
- ✓ You create momentum so it's easier to get results
- ✓ You set better goals that you might not have had without a development coach

How is Development Coaching delivered?

I have an eclectic approach to development coaching based around my experience and training in supervision, action learning, solution focused and appreciative approaches. We will arrange the frequency, duration and means of contact (e.g. telephone, e-mail or in person) during the introductory session. We are not constrained to follow a standardised schedule or means of contact but rather one that suits us both.

As your coach I am a trained listener not just in what you say, but what you may choose not to say. However you will find me non-critical and non-judgemental. As each goal or desired outcome is defined, we will agree specific actions that will move you even closer to the results that you seek. Each session will close with gaining an agreement on the actions that you will take before the next call / we next meet. The subsequent calls will review those actions and YOUR results and feelings about them. It is this immediacy and need to report back which makes development coaching so effective.

Although coaching may not be magic.....the results can certainly be magical!

Also see my other documents: *How Coachable are You? / Career Related Values*

I look forward to hearing from you..... contact me on: info@supervisionandcoaching.com