



WHAT IS THE DEFINITION OF COACHING

The International Coach Federation (ICF) defines coaching as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. The process of coaching often unlocks previously untapped sources of imagination, productivity, and leadership.

We all have goals we want to reach, challenges we're striving to overcome, and times when we feel stuck. Partnering with a coach can change your life, setting you on a path to greater personal and professional fulfillment.

WHAT COACHING IS AND ISN'T

Coaching Is

A developmental/learning process where a coach facilitates through questioning the exploration of needs, motivations, desires, and skills and invites the client to find his/her own right answers and solutions.

- The coach does not need direct experience of the person being coached.
- The coach asks questions, inviting the client to answer and reflect on their new insights determining their direction, priorities, and action steps.
- Coaching is future-focused and emphasizes action, accountability, and follow-through.
- Coaching is a collaborative and supportive process.
- Sets a time-bound relationship defined to meet specific goals and objectives.

Coaching is Not Consulting, Mentoring, Therapy or Counseling

Consulting

A consultant will diagnose problems, prescribe expert advice and in some cases, implement solutions.

Mentoring

This is a developmental partnership between a mentor with expertise in one or more areas and a mentee who seeks learning and growth in those areas.

- The mentor is usually more experienced and qualified than the mentee. Acts as a sounding board.
- The mentor gives advice, shares experiences, and gives answers.
- Builds a long-term relationship that builds and further develops based on the mentee's performance through various career stages.

Therapy or Counseling

Therapy and Counseling focus on healing pain, dysfunction, and conflict with an individual or in relationships. The focus is often on resolving difficulties arising from the past that hinder an individual's emotional functioning in the present.