

The Coach Approach:
Using Life Coaching Skills to Move Youth Forward

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What is Life Coaching?

- Collaborative partnership
- Focuses on the present and future
- Non-judgmental
- Individualized
- Enhances skills, resources and opportunity
- Source for accountability

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The coach's main role deals with expanding the ability to see contexts, rather than supplying content. The person being coached then sees new ways to utilize existing skills.

- Julio Olalla (2005)

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Benefits of Life Coaching?

- Expand awareness
- Get un-stuck
- Increase confidence and results
- New insight and perspective
- Improve relationships
- Increase satisfaction
- Get things done (accomplishment)

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How Does Coaching Work?

- Assess current challenges and opportunities
- Define scope of the relationship
- Identify priorities for action
- Establish specific desired outcomes
- Support and accountability

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DIRECTIVE COACHING
telling
training
teaching
giving advice
solution seeking
creative thinking
gaining clarity
questioning
listening


NON-DIRECTIVE COACHING

Adaptive Coaching, 2003

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Benefits of Life Coaching for Youth?

- Enhanced self-awareness & self-management
- Increases self confidence
- Increases goal achievement
- **Coaching in schools has:**
 - Increase in test scores, attendance and grades
 - Decrease behavioral interventions
 - Increased sense of 'hope', improved mood



Relevant Research Studies on Coaching Youth (2006-2009):


- Improves self-determination and self-efficacy
- Improved test scores & academic performance
- Increased confidence
- Increased 'hardiness' and hope
- Decreased depression
- Effective intervention to build resilience
- Positive impact on health and well-being



Essential Coaching Skills

- Transparent relationship
- Listening
- Powerful questioning
- Goal setting and accountability
- Acknowledging

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Transparency as a Coach

- Part of establishing the coaching relationship
 - Permission
 - What's your agenda?
 - Logistics
- Vulnerable youth...

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Listening as a Coach

- Listening TO
- Listening FOR
- Listening WITH

"The greatest motivational act one person can do for another is listen." -Roy Moody

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Powerful Questioning

- Opens others to exploration
- Draws attention to energy, wants, values...
- Open ended vs. closed
- Creates clarity, possibility, learning...
- Invites reflection, awareness
- Might not be able to answer....
- Moves people towards what they want

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Powerful Question Examples

- “What would you do if you knew you could not fail?”
- “What would you have to give up in order to achieve this goal?”
- “What’s most important?”
- “What’s getting in the way?”
- “What are 15 ways to do this?”
- “What support do you need to accomplish this?”




Goal Setting

- The ability to develop and maintain an effective plan
- Full partnership
- Appropriate goals
- SMART
- Help identify and access resources
- Identify and target early successes



Accountability

- Ability to hold attention to what is important to the client
- Request action that will move client towards their goals
- Demonstrates follow through
- Acknowledges
- Keeps client on track
- Leaves responsibility with client to take action



Acknowledgment vs. Praise

- Both are important, yet different
- Acknowledgment is a skill
- Praise recognizes the “doing” (action)
- Acknowledgment recognizes the “being”
- Acknowledgment is usually more powerful, lasting longer....
- Acknowledge self

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Tips for Acknowledging

- Look for the motivation behind behavior
- Catch someone living their values
- Encourage others by acknowledging them
- Be specific and concrete
- Say ‘thank you’ when someone acknowledges you

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Acknowledgement Practice

- “I want to acknowledge you for.....”
- I appreciate that you.....”
- “Thank you for.....”
- “During this conference I noticed that....”
- “When I talked with you what I enjoyed was.....”
- During our conversations I saw you as....”
- “What I believe others appreciate about you is.....”

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Resources

www.minnesotacoaches.org
www.coachfederation.org (ICF)
Becoming a Professional Life Coach, by Patrick Williams & Diane Menendez. (2007). W.W. Norton Company: NY
Total Life Coaching, by Patrick Williams & Lloyd Thomas (2005). W.W. Norton Company: NY
Therapist as Life Coach: Transforming Your Practice, by Patrick Williams & Deborah C. Davis. (2002) W.W. Norton Company: NY
Co-Active Coaching, by Laura Whitworth, Henry Kimsey-House & Phil Sandahl. (1998). Davies-Black Publishing: CA

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Professional Journal Resources

- International Journal of Evidenced Based Coaching and Mentoring (2009).
- Coaching: An International Journal of Theory, Research and Practice (2009).
- International Coaching Psychology Review (2007)
- Journal of Positive Psychology (2006)

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