

# Professional Coaching FAQ



## What Is Coaching?

Professional Coaching is a **professional partnership** between a qualified coach and an individual or team that supports the achievement of extraordinary results, based on goals set by the individual or team. Through the process of coaching, individuals focus on the **skills and actions needed to achieve the results they want**.

## What does a coach do?

A coach will pose cleverly crafted questions to **bring out your unique abilities, help you create a vision and plan for the future, and stay with you** while you implement changes. A coach also holds you accountable for what you say you'll do, gives you a push to do more than you would do on your own, and helps you overcome self-limiting beliefs that are holding you back.

## Is coaching for me?

Ask yourself if you find it valuable to collaborate, to have another viewpoint and to be asked to consider new perspectives. If self-reflection doesn't come easy, consider coaching as an **opportunity to unlock** frustrations.

## Coaching isn't therapy, is it?

A therapist focuses on the past and delves into issues that require specialised training. A coach also has specialised training but helps clients **focus on the future and move beyond feeling "stuck"**.

## What is expected of me?

To be successful, coaching asks certain things of you, all of which begin with intention.

- Focus on yourself, the tough questions, the hard truths, and success
- Listen to your intuition, assumptions, judgments, and to the way you 'impact' on others
- Self-discipline to challenge existing attitudes, beliefs and behaviours and to develop new ones
- Leverage personal strengths and overcome limitations in order to professionally develop
- Decisive actions, however uncomfortable, given personal insecurities
- Compassion as you, and others, experiment with new behaviours, experience setbacks
- Not taking yourself so seriously, using humour to lighten the situation

## How long do clients typically work with a coach?

Many successful professionals appreciate the role of coaching in realising excellent performance, learning, achievement, and wellbeing. Therefore, they choose to work with a coach on a **continuing basis**. Working on new behaviours and strategies may take from three to six months to become new habits and/or realise results.

## How can I be sure my confidential information is safe with a coach?

CD Consulting maintains strict confidentiality for all business and personal information. The coaching relationship only works if **trust between the parties** is guaranteed. If your employer is paying for your coaching, you can *still* expect that conversations with your coach will remain confidential.

## What results can I expect working with a coach?

The results are often dependent upon you, your goals and your determination. Your coach will buy into your goals and keep you focussed on getting **the results you want**.

## Coaching and Harrison Assessments

CD Consulting uses Harrison Assessment profiling tools to **encourage greater self-awareness** and to start job-related coaching conversations. The Harrison suite of reports provides incredible insight into job satisfaction, learning, talent selection, management, development, retention, culture and leadership.

## How is the impact of coaching measured?

Measurement may be thought of in two distinct ways. First, there are the **external indicators** of performance: things that can be seen and measured in the individual's or team's environment. Second, there are **internal indicators** of success: measures that are inherent within the individual or team members being coached and can be measured by the individual or team being coached with the support of the coach.

Ideally, both external and internal metrics are incorporated.