



Ridgeview Coaching

thrive through life's transitions

Your First Coaching Session

A coaching session consists of the meeting of two experts. The client is the expert of their life and circumstances and the coach is the expert of facilitating a thought-provoking conversation that empowers the client to maximize their personal and professional potential. The client determines the session's focus and develops action steps for moving toward their goals.

Objectives for the First Session

- Develop Trust: Create an environment conducive to learning by inviting the client to share when and where the conversation should be held. Honor confidentiality.
- Build Rapport: Communicate authentically and transparently.
- Cultivate Safety: Create space where the client is heard and validated. Coaching does not involve advice giving or judgement.
- Clarity of Process: The client is responsible for outcomes. The coach is responsible for assisting clients in developing new awareness.

Format

- The session begins with the client sharing what they would like to talk about.
- The coach listens and asks open-ended questions to explore deeper understanding of the client's perspective.
- The client shares what they would like to take from the session.
- The coach checks-in with the client to ensure the conversation remains focused on what the client wants to discuss.
- The client identifies two or three action steps.
- The client identifies accountability partners and resources.
- Session concludes with reflection on key learnings and scheduling next session.

Between Sessions

- Client takes steps to complete identified action steps.
- Client reflects on the coaching session and continues to develop new awareness.
- Unexpected barriers are identified.
- Check-in with the coach for clarification and support.

Summary

- The coaching experience at its best involves clients developing new awareness of possibilities and progressing toward their goals. If there is no forward movement then it is not coaching. Coaching is forward focused, emphasizing the client's competence and potential.

12.15.2022