

What is Coaching?

Coaching is a relationship/ a professional partnership between an individual and the coach that supports the achievement of important results based on goals set by the individual. Coaches listen to clients, provide feedback and ask laser questions. The process helps the individual gain clarity about the possibilities for their life, academic pursuits and/or work and make informed choices. It is not a shoot from the hip process. There is a well thought out process that coaches use in the coaching conversation.

Coaching, which is not advice, therapy or counseling, may address specific career projects, school issues, life balance, business goals and aspirations or general conditions in the client's school or professional life. These coaching services may include activities which assist the client in identifying personal, educational and professional areas of expertise and strength, clarification of the client's personal learning style, implementation of time management and organizational tools, definition of an ideal career to pursue, and setting stretch goals in order to attain client objectives. Coaching services may also involve assistance in developing a strategic plan to accomplish the client's educational, professional, and/or life goals, a process of examining various modes of operating as a student, professional and leader, as well as an opportunity for reflection and course correction as action plans are implemented.

Your willingness to be open and truthful will be treated with ultimate respect.

Throughout our relationship, the conversations will be very direct and personal, with a focus on your personal, educational and professional goals. You can count on me to be honest, straightforward, asking powerful questions, and making powerful requests to move you forward. The purpose of our interaction is to hold the focus on your intentions for your educational, career and/or life plans and "moving forward." The goal is to help you stay clear, focused and in action. I ask you to allow the coaching relationship to make an impact in your life. If coaching should ever not be working as you wish, you agree to communicate with your coach so appropriate steps can be taken to correct the problem.

I use a model from Corporate Coach University to provide structure to the Coaching Conversation.

- Forward moving and future focused
- The focus in coaching is on action, accountability and follow through.

Benefits of Coaching

Helps people make SIGNIFICANT changes in their lives

Helps people shift priorities

Through ongoing coaching people can drop old habits, beliefs and behaviors and soar to new heights.

Coaching

- Helps individuals experience fresh perspectives on personal challenges and opportunities,
- enhances thinking and decision making skills,
- enhances interpersonal effectiveness, and
- fosters achievement of personally relevant goals.

Benefits of Career Coaching

Strategize and clarify a vision and mission for your work life.

Take a personal assessment so that you can improve your relationships with superiors and enhance your peer network.

Articulate the specific skills and talents that you bring to prospective employers.

Identify occupational choices that align with your career interests, desired work environment, and transferable skills.

Put a 1-year game plan in motion.

Particularly Important for People with ADHD-

Dr. Hallowell and Dr. Ratey mention – identifying your talents, strengths and the gifts that you can give the world – Career and AD/HD Coaching helps you do this.¹

Dr. Hallowell and Dr. Ratey also mention that it is important for you, as a person with ADHD, to recognize what's going on with your feelings, inside, and identify ahead of time what you will do to regulate any unpleasant feeling that is adaptive, healthy and life-giving. Coaching can help you gain perspective when you experience these unpleasant feelings and give you a space and a person to reflect with in order to think about how you can find life affirming ways to change your inner state.²

Forward moving and future focused. Many people with ADHD have had false starts and set backs. Coaching can help you look to the future through a new lens and with added tools.

The focus in coaching is on action. You define your goals, you determine new action steps, the coaching appointments help you keep yourself moving and in action. In coaching sessions we explore barriers that get in the way of moving forward and readjust goals and action plans as necessary. We continue to explore possibilities for action and movement forward until we identify what works for you.

¹ Edward M. Hallowell, M.D. and John J. Ratey, M.D., Delivered from Distraction, Random Publishing House, 2005.

² Ibid.