

A STEP-BY-STEP GUIDE

THE ULTIMATE GUIDE TO FINDING THE BEST COACH

A GUIDE TO COACHING
(LIFE, LEADERSHIP, EXECUTIVE, GROUP,
BUSINESS AND MORE)
CANEEL JOYCE

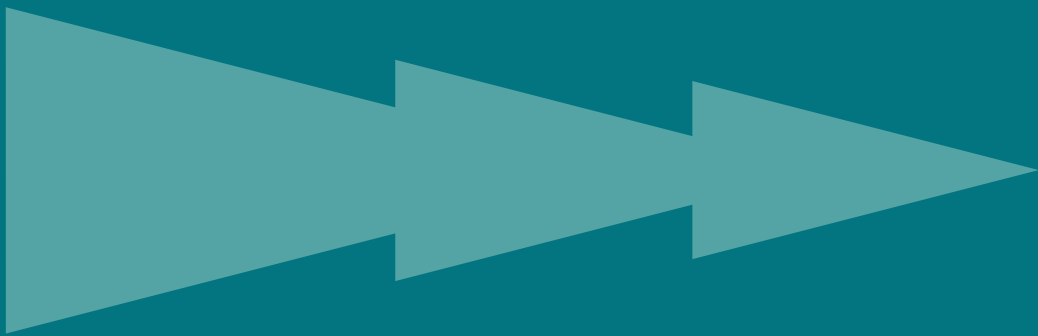
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ULTIMATE GUIDE TO SELECTING A COACH

What you will Discover in this Guide

- ✓ How do I know if I need a coach?
- ✓ Am I coachable?
- ✓ What if I'm not ready for a coach?
- ✓ Type of coaches
- ✓ How do I find a coach?
- ✓ How to select the right coach for me?
- ✓ How not to pick a coach!
- ✓ Coach interview questions
- ✓ Coach selection worksheet
- ✓ Setting yourself up for success

**DO YOU
NEED A
COACH?**



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DO YOU NEED A COACH?

If you're like me you may be a self-starter. You may have been working on a change for a long time on your own by reading books, googling, watching videos, brainstorming in your notebook, listening to podcasts, etc.

All of those things - I have done them. All of them.

You may have even signed up for seminars, retreats, and trainings.

The #1 thing that has helped me was also the hardest thing to sign up for.

 *How do you know you are ready to make the big leap and begin to work with a coach in real life?*

If you are asking this question then you probably already know the answer.

Part of you is saying I really want a coach and part of you is saying I'm scared. The idea of fear may not resonate with you. You may identify this feeling more as skepticism, intelligent hesitation or shame.

You may not want to be seen as "needing a coach."

Coaching is not remediation, coaching is an investment in your professional growth.

No one needs a coach. Some of the best CEO's in the world don't have coaches but most of them do.

Listen to your heart and your gut on this one. If you are curious it's worth moving forward to the next steps.

 *Has someone told you that you need a coach but you don't want one?*

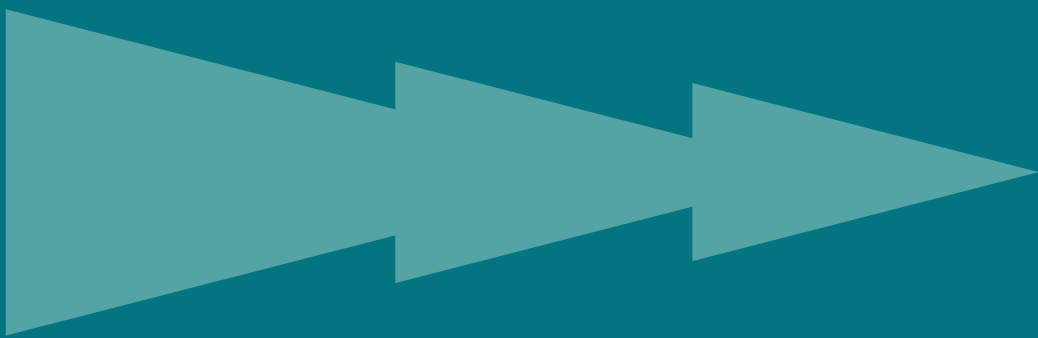
If coaching has been recommended to you but you do not want coaching then do not move forward.

You are not ready. You are not willing.

Again, no one needs a coach.

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**HOW DO I
KNOW I'M
READY?**



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ARE YOU READY?

You've determined you need a coach and you want a coach but are you ready?

? Am I coachable?

Do you have a desire to change? Are you willing to change?

Is there a big challenge you are facing and you don't know how to overcome it? You've tried everything you know how to do and you need something different? Some other kind of help?

Are you looking for someone you can ask questions, who will actually be present with you and push you?

If you are looking for all of the above and have a desire to be challenged and supported then coaching is a good path for you.

? I'm not ready. Now what?

We are all human animals who seek homeostasis. All of us have resistance to change. We want to remain the same where it feels safe.

- Begin to reflect on your resistance to change
- Think about times throughout your life when you felt like change was the only way to get what you wanted like you had no other choice

What motivated you to make that change? Were you inspired by the results you knew would come from the change? Were you so uncomfortable that you just had no other choice than to make the change?

✓ Good news! You can use the change formula.

When you combine a compelling vision, with the right amount of discomfort and add in support you facilitate sustainable, lasting change. Listen here for an in-depth look at the change formula and a worksheet to help you work through it.

A coach can be a great support person to help you boost your vision and boost your discomfort to help you be ready to make the change.

If you find you are not even willing to become willing to change then coaching is not a good fit for you right now.

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WHY DO I NEED TO BE UNCOMFORTABLE?

X *If you are not uncomfortable at all, you will NOT change*

If you are a little bit uncomfortable, but not uncomfortable enough, you still might not change. Many people will remain with a little discomfort than the face discomfort (fear) of change.

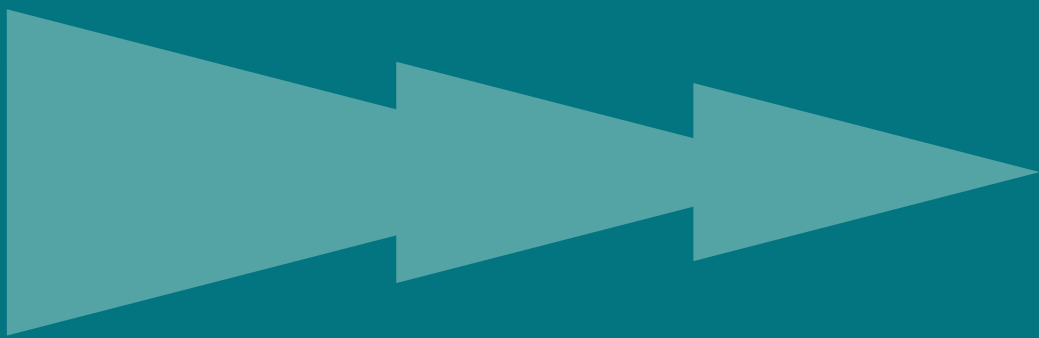
Coaches can help you become more uncomfortable by raising your self-awareness. Coaches have tools, techniques and a way of being to help you increase your self-awareness. This can help you to be more aware of how you are showing up and how this is creating the results you are seeing or not seeing in your life.

Self-awareness can create discomfort when what you see of yourself is not what you wish to see or what others see of you is not what you wish to have them see. You may realize you are being seen in a way that is not intended.

This is a really valuable role a coach can play . They can create enough safety for you to be able to look in the mirror, see what others see, help you to sit with it and feel your feelings around it. They can then remind you about it and bring it back up providing the right amount of discomfort you need to help you push forward and sustain change.

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ARE YOU COACHABLE?



Allowed

ARE YOU COACHABLE

The Coachability Model by Koren/Ferry International

Some individuals are more open to coaching than others. Some are disposed to accept coaching while others are not. The Lore Research Institute has developed a coachability model to help coaches and clients understand how coachable an individual is, what behaviors reflect the person's degree of coachability, and what is required for effective change.

The Coachability Scale

In this model, there are seven levels of coachability - from C0 - C6. The scale reflects the degree of difficulty in coaching a particular person. The lower the number on the scale, the less coachable the person is likely to be (or, put another way, the more difficult it will be for the coach to help the person change.) Conversely, the higher the number on the scale, the more coachable the person will be.

This coachability model is based on a review of the research and literature on coachability, as well as on Lore's extensive experience in coaching. The authors of the model are Terry R. Bacon, PhD, and Pamela Wise, PhD.

Factors in Coachability

Human change is a very complex process, and any model is a simplification of reality. So, while it is impossible to identify all of the factors that influence how readily people change (or how much they resist it), we can identify some of the key factors in coachability:

- ▶ The person's ego strength (sense of self, pride, humility vs. arrogance)
- ▶ The person's feelings of vulnerability - the more vulnerable the person feels, the greater the ego defenses are likely to become and the less coachable he or she may be.
- ▶ Openness to feedback (the person's willingness to hear and accept messages that disconfirm his or her self-image)
- ▶ The person's self-assessment of need, along with a sense of urgency; also, extrinsic indicators of the need for change-such as poor performance numbers, the results of 360 feedback, observations from others
- ▶ The person's perception of the value of the process and the likely outcomes
- ▶ The person's history of coaching (favorable, neutral, or unfavorable)
- ▶ The person's trust in the coach

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DEGREES OF COACHABILITY

- ▶ The strength of competing commitments (forces that drive stasis or change)
- ▶ The person's awareness of the need for change
- ▶ The person's fear of consequences if he or she does not seek and accept help; the person's excitement about the positive outcomes if he or she does change; in short, risk vs. reward
- ▶ The person's responsiveness to extrinsic pressure (from boss, peers or subordinates, the environment)
- ▶ Finally, the presence or absence of serious psychological problems

These factors combine in complex ways to determine how willingly a person enters into a coaching relationship and how motivated the person is to change

Seven Degrees of Coachability

C0 - not coachable at present

Behavioral Descriptors

Identified psychological problem; dysfunctional behavior resists typical coaching. Normal functioning is impaired beyond the scope of a coaching intervention.

Observed Behaviors

Stressful life events have recently occurred. Focus is inattentive or easily distracted. Anger is poorly managed or inappropriately expressed. Appointments are missed or canceled. Decisions are avoided or made too quickly without appropriate input. Typical activity level is lowered or inconsistent. Has very little affect (emotional range is narrow; does not respond with normal emotional range to stimuli). Reports express a high level of dissatisfaction with behavior and leadership.

Requirements for Change

Needs help from a trained clinician. Coaching is not the appropriate relationship for the change needed. Coaching may need to be revisited at a later time or when more normal functioning is restored.

C0	Not coachable at present	Identified psychological issues
C1	Extremely low coachability	Narcissistic personality
C2	Very low coachability	Resists or defies feedback
C3	Fair coachability	Is complacent/unmotivated to change
C4	Good coachability	Assessment comes as a wake-up call
C5	Very good coachability	Shows an earnest desire to improve
C6	Excellent coachability	Has an intrinsic need to grow

DEGREES OF COACHABILITY

C1 - extremely low coachability

Behavioral Descriptors

Is strongly independent (the only one who can advise me is me); may express independence in self-centered behavior and an arrogant / overbearing manner; sees no need to change; will not admit to serious weaknesses or areas for improvement; refuses to engage in the coaching process or actively resists it; feels invulnerable (no one can touch me). May be antagonistic or hostile toward the coaching process and the coach; may lobby against the coaching program, labeling it wasteful and unnecessary.

Observed Behaviors

Exhibits impatience in behavior or negative affect. Is easily frustrated. Works alone. Doesn't invite feedback or participation. Pays little attention to others. Doesn't listen or respond empathically to others. Shows up late for appointments. Closed to new learning and shows no interest in change or new experience. Interrupts during conversations. Behavior appears rigid and inflexible. Expresses strong need to be right. Avoids processes that involve emotional input. Reports express detachment, complacency, hopelessness or low expectation of change. Turnover may be higher than expected.

Requirements for Change

Is often unresponsive, even to the strongest threats or potential consequences; may leave the organization and blame others rather than "submit" to change; may change only in response to a significant, dislocating life or work event (divorce, death of a loved on, loss of a job, failure to be promoted, etc.); tends to blame others for failures so will not accept responsibility for change. May need more time and effort to engage in coaching than most organizations are willing to give. May accept consultation from an "expert."

Allowed

DEGREES OF COACHABILITY

C2 - very low coachability

Behavioral Descriptors

Resists or deflects feedback; uses defenses to deal with reported "flaws," weaknesses, or development needs; for example, explains away issues or offers rationale for negative perceptions. May behave indifferently toward the coaching process, but puts no effort into creating or executing an action plan. Tends to be negative towards the coaching process, saying that it was not helpful.

Observed Behaviors

Demonstrates a lack of self-knowledge in interactions with others. Has blind spots in behavior, readily observed by others. Uses a variety of defenses to avoid change. May behave as though feedback is criticism. May act in an indirect way rather than confront an issue openly. Reports express fearfulness and lack of two-way communication. During coaching, may try to dominate the discussion, lead the coach away from areas the coach wants to discuss, tell long off-topic stories, or otherwise seek to deflect the focus away from the feedback and coaching needs.

Requirements for Change

Needs strong extrinsic motivation (rewards or threats), typically not from the coach. Must be faced with the consequences of inaction or lack of commitment; the coach must be extremely candid; must have development plan closely linked to performance measures and progress should be tracked by coach AND boss with frequent periodic reviews.

Allowed

DEGREES OF COACHABILITY

C3 - fair coachability

Behavioral Descriptors

Feels that he/she is doing just fine; has reached a point in his/her career where change/improvement does not feel urgent; is comfortable in the role; perceives that the business results are fine. No need to change. Considers this coaching process another fad (it will pass). May pay lip service to change but is not really committed to it and will make only token efforts to execute the action plan.

Observed Behaviors

Behavior is geared toward maintaining the status quo. Comfortable behaviors are repeated. Unable to identify any need areas of change. Behavior is consistent, but low-risk. Reports express lack of challenge or creativity. May acknowledge some change needs but has no sense of urgency around them. May accept coach's suggestions but show no real commitment to change.

Requirements for Change

Typically, must be shocked out of complacency through the implications of not changing; best motivator is an alteration of the conditions that led to complacency; may respond to authority; can be deceptive with coach by appearing to agree to change but with no real commitment; individual feedback comments are often more powerful than feedback scores.

Allowed

DEGREES OF COACHABILITY

C4 - good coachability

Behavioral Descriptors

Prior to the assessment, saw no need for change; the development assessment comes as a "wake-up call"; accepts feedback but may show sensitivity to some negative perceptions; did not initially see the value of the 360 process but acknowledges that it gave an accurate picture; has not developed a natural learning style and may not be certain how to proceed to learn effectively. Demonstrates some resistance to change initially, as well as to the coaching process, but has a growing awareness of the need for change; sense of urgency depends on the implications of changing or not changing.

Observed Behaviors

Demonstrates adequate performance. Behavior is consistent, but there is more potential. Demonstrates adequate to good problem-solving and interpersonal skill. Responds to logical and factual presentations, but behavior may lack consideration of emotional input.

Requirements for Change

Will respond to strong feedback and an assertive but helpful coach; walk carefully through the 360 results and build buttoned-up development plan; tie coaching process concretely to performance metrics and monitor closely; coach and boss should monitor progress; needs to see concrete benefits of change and is likely to support the process and stick with it if early results demonstrate those benefits.

Allowed

DEGREES OF COACHABILITY

C5 - very good coachability

Behavioral Descriptors

Accepts the feedback and shows an earnest desire to improve; sees the value of 360 feedback and willingly participates in the coaching process; is busy but feels that self-development is important and will find a way, though it may mean making some tradeoffs; initially may not be enthusiastic about the process and probably already does many things well; becomes committed to the process as the benefits become clear.

Observed Behaviors

Demonstrates talent. May lack work-life balance in behavior. Demonstrates competitive behavior. Work skills are solid, with specific needs for improvement evident. May have behaviors that promote sense of unavailability. Reports express satisfaction, but may have more potential than is demonstrated currently.

Requirements for Change

Will be intrinsically motivated once the picture is clear; coach should primarily use questions to help discover acceptable tradeoffs; change may be inadvertently derailed by day-to-day business so monitor and provide continuous feedback and reinforcement.

C5 - excellent coachability

Behavioral Descriptors

Has an intrinsic need to grow; has been a lifelong learner; personal history shows evidence of self-directed learning; strong achievement motivation; sees 360 feedback as intrinsically valuable and seeks it beyond the coaching program; is widely read and can cite favorite books on leadership, development, and related areas; is often modest and has a realistic sense of self.

Observed Behaviors

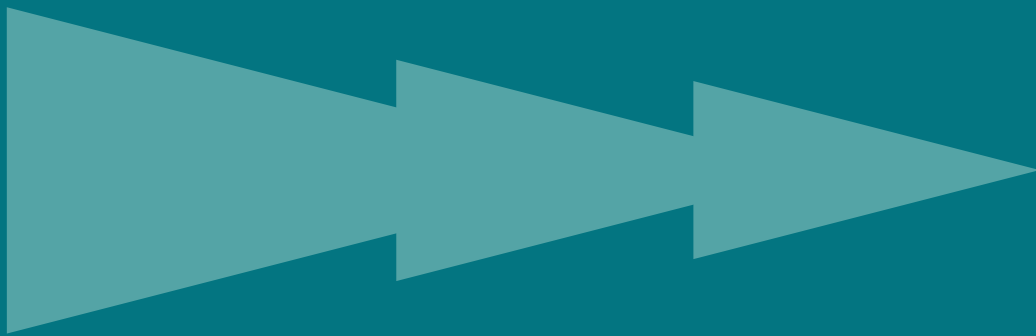
Demonstrates high potential in behavior. Demonstrated skills are above average with many strengths. Expresses needs for new challenges and learning. Places a high value on performance and growth. Challenges others and holds high expectations for achievement. Keeps schedules and commitments. May not readily exhibit the effects of stress. May have difficulty understanding and motivating those who are different in style. Reports express respect for leadership, feels challenged and wants even more.

Requirements for Change

Is likely to be self-directed, so monitor loosely, act as a sounding board, provide resources and ideas; ask client to share feedback he/she is receiving; inquire about client's next steps and ongoing development plans. May respond best to facilitative approaches.

Allowed

TYPES OF COACHES



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TYPES OF COACHES

You know you want / need a coach. You know you are ready.

? What do you want?

You already know what you want or at least where you are uncomfortable and where you want some degree of change.

Having the answer to what you want and identifying what your goal of coaching is will help to inform you what type of coach you are looking for.

There are lots of different types of coaches out there. One of the most common is the life coach.

? What is a life coach?

A life coach is focused on helping you identify your goals and developing an actionable plan to achieve them. They are focused on productivity, time management, getting organized, and self-discovery. There are many different styles and approaches to life coaching.

? What is a leadership coach or an executive coach?

Leadership and executive coaching is focused on achieving goals at work and leadership challenges you may be facing. We focus on communication styles, your ability to present information, basic management structures, professional performance, blind spots, accountability, and relationships at work.

I'm an executive coach who focuses on the whole person, the whole life and transformation. I'm more holistic in my approach as I want everyone to have a balanced fulfilled life not just at work and not just at home but all the time.

My primary goal is for you to step into your full consciousness as a leader, and to really create the results that you want in your life. For you to recognize all of your power and bring forth your full potential.

? What is a business coach?

A business coach will help to evaluate and improve how you perform in running a business, in being an entrepreneur or in growing a company. They are more of an advisor.

Allowed

DO I NEED A THERAPIST OR A COACH?

I'm often asked this question.

? *Do I need a coach or do I need a therapist?*

If you think you might need both then you probably do.

The two go really well together and when used together you have more access to understanding the journey your soul is on. Being more aware of your raw spots, and healing the wounds from the past opens up a greater understanding to navigating towards your future.

? *What is the distinction between the two?*

A therapist can help you understand who you are now and maybe even what you want now based on the understanding of what has happened in your past. They can help you work with your own psychology and how it was formed. A lot of our psychology gets formed in our early days.

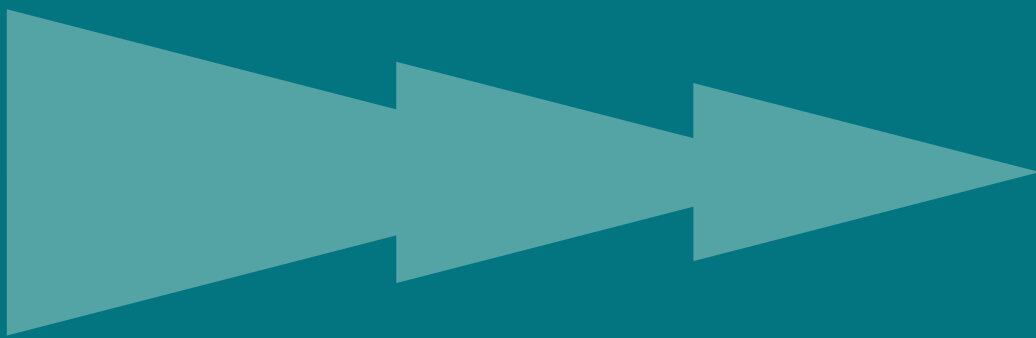
A coach works from the here and now. Who are you now? A coach will put a lot more emphasis on the future and helping you get clear on where you want to go.

✂ *And then there are blends...*

You may want to work with a coach who blends together different types or approaches to coaching. Some coaches will blend in their previous experience in business. They will blend business coaching with leadership coaching. Advising on tactics, strategies and organizational culture.

Allowed

**WHAT TYPE
OF COACHING
IS RIGHT FOR
ME?**



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WHAT TYPE OF COACHING DO I NEED?

? Do I want group coaching or one-on-one coaching?

Group Coaching:

There are many different models of group coaching. Group coaching is not as widely known but it is very valuable. I love this format.

When group coaching is properly constructed, there will be clear boundaries around confidentiality. Facilitation is key to group coaching. A skilled facilitator will help to make it feel safe and make it feel easy.

When you have a great facilitator you will easily open up, share and receive coaching. The power of witnessing coaching and being witnessed in a supportive environment is powerful and truly enhances the learning. Others learn how to help coach through witnessing and at the same time the learning sinks in for themselves.

You also will gain valuable connections with others. The relationships get quite deep and you now have a team of people who are trained in the same model with established agreements and trust. They can be trained to challenge you, support you and be your advocate. You can ask them for advice, resources, introductions, etc.

Group coaching is hands down the most transformative work I have ever done.

It is much more affordable than one-to-one coaching but it does not offer the same amount of flexibility in scheduling. It does offer the opportunity for multiple leaders from one organization to learn together and begin to practice the models in their workplace.

One-on-one Coaching:

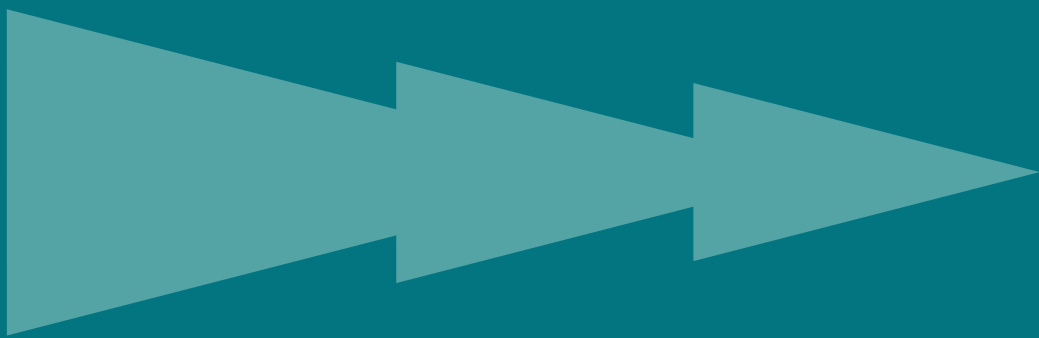
One-on-one coaching is a good fit if you have a lot of deep inner work to do and you want the entire time to focus on yourself.

If you feel too uncomfortable to share or there is a lot of confidential information that you can not discuss then an individual approach would be for you.

Also, if you require more flexibility in your scheduling due to work schedules, traveling etc. then one-on-one coaching will provide the most scheduling flexibility.

Allowed

HOW TO FIND A COACH



Allowed

HOW TO FIND A COACH?



Word of mouth

Think about other people who you feel are as invested in their own personal growth as you are or want to be. Reach out to them by email.

Sample email wording: I'm looking for a coach to help me with _____ goals. I know you also care about your own personal growth and development so I want to see if you have heard of any recommendations or have any personal experience working with a coach before. I would love to hear back from you in the next few days as I'm gathering recommendations right now.



Your organization

Talk to your employer, your manager, or your human resources department and see if they have a coaching program in place. Some companies even if they have their own coaching programs in place are willing to let you suggest your own coach and to fund it.



Alumni Groups

Reach out to alumni groups, professional networking communities and associations. Don't forget about social media. Typically I find if your friends have encountered a coach then they will have a sense of who is a good fit for you. The more specific you can be the better. Any good coach will be able to read between the lines into the deeper layers that you may not yet be able to articulate.



Coach Training Directories

You can look at directories from coach training institutes. Certification does not indicate a person is a good coach and not all good coaches are certified. You are shopping around here a bit more but this is good place to find someone local who has at least demonstrated the commitment to learning about their craft.

There are many great institutes out there but here are ones I would recommend:

Co-Active Training Institute, Hudson Institute, Hendricks Institute, NLP Marin, and Conscious Leadership Group.

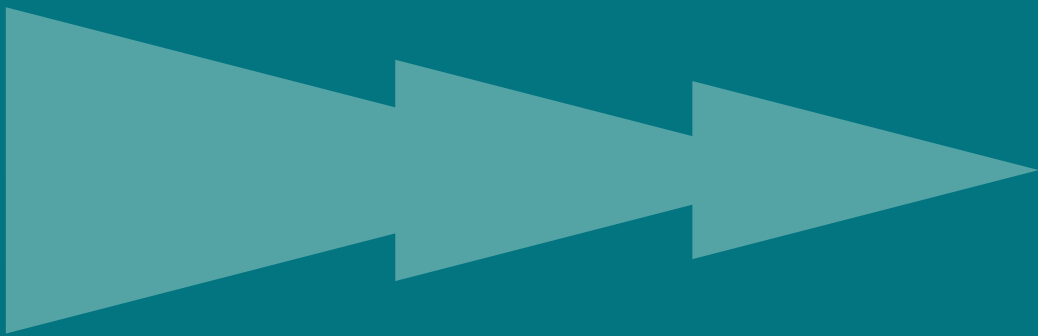


Reach out to me

If you are a leader inside of a company or organizational setting or you are an entrepreneurially minded professional then reach out to me as I have a broad and very well vetted network of coaches. I can recommend someone very specifically who can meet your needs. hello@caneel.com

Allowed

HOW TO SELECT A COACH



Allowed

HOW TO SELECT A COACH?

In selecting a coach, the most important things are trust, style fit/chemistry, and skill in their craft.



Trust

Do you inherently trust them? Did you feel very safe speaking to them or even when checking out their profile online? Did you find yourself trusting yourself a bit more when talking to them, meaning you noticed you were more open, your awareness felt deeper or wider, you were more present, you had thoughts or said things that were somewhat new for you?



Chemistry

Is there a natural spark between you that you can truly feel?

Like a combination of attraction, creativity, awe, curiosity, and a little bit of fear (like you can sense that this is a person who can challenge you and really call you forth).

Your body will sense it. If you are thinking your way into trying to feel a sense of attraction then it probably isn't there.

Why is this important? This natural spark means your creativity is ignited and this opens up EVERYTHING you need to access within you to get the most out of coaching work.

You also have a good gut sense for what and who you need to get you where you want to go next...but often are not trained to listen.



Style

There is no one style that is "best." This is highly personal and can change year over year. Some styles include:

Soft and sweet, pragmatic and straightforward, bold and challenging, simple and spacious, inspiring and creative, heartfelt and nurturing, therapeutic and healing, analytical and strategic, encouraging and cheerleading, intuitive and empathic, bullshit-detecting and straight-shooting, flowy and feminine, as achievement oriented as a sports coach, or as system-bucking as a revolutionary.

Ideally, you want someone who inherently and authentically embodies multiple styles AND they deftly know when to use each of them.

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HOW TO SELECT A COACH?



Craft

This one is a bit harder.

Have an introductory call with them, or an introductory session. Did you learn something that changed your perspective? Did you have a big aha moment? This is not too much to ask. One of my now Forward Fearless clients shared that our 15 minute intro call changed her life more than two years of therapy.

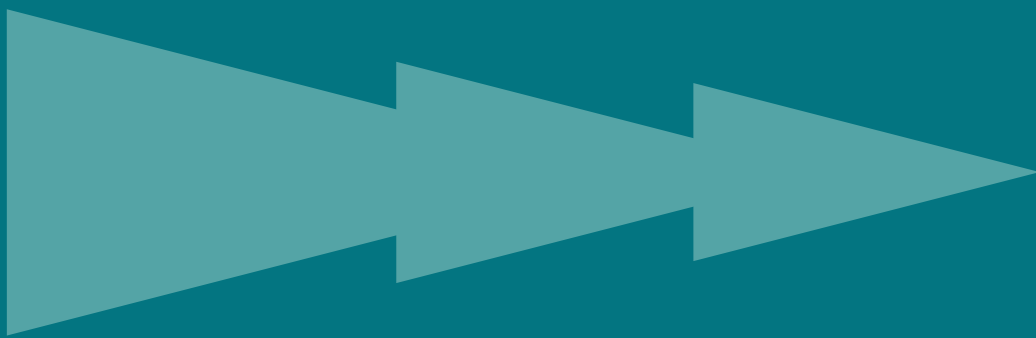
If they have a podcast then listen to it. If there are videos of them online watch them. Read their reviews and testimonials. Ask them for referrals you can speak with. Attend a workshop if they offer one.

What type of certification do they have? Certification requires a lot of dedication, rigor and adherence to a specific framework requiring numerous practice hours and presence of mind to pass the test. BUT some of the greatest coaches I know are not certified and never need to be.

What is their career experience? Experience coaching matters. Experience working in your industry matters less, but can be helpful to give some context and allows you to short-hand some things without explaining. Most coaching work has less to do with your industry or job title than you think.

Allowed

HOW NOT TO PICK A COACH



Allowed

HOW NOT TO PICK A COACH?

Price

Sometimes the stakes are higher. Higher leverage moments in your life and career deserve a greater investment within the bounds of reason but don't take price as a proxy for quality.

Committed coaches don't show up fried to your sessions. They show up spacious and more present than anyone you've ever encountered. That is their job. In order to do this, they keep their coaching roster full or almost full and charge more in order to allow space in their calendar.

Cheaper by the hour coaching is not aligned with your best interests when your time is highly valuable and you can afford a coach who is in greater demand and a better fit for you.

Most great coaches focus most of their time on their craft. Their business grows not through social media marketing, sponsorships, or ads, but through word-of-mouth and the value of their teaching (podcasting, workshops, writing and speaking).



Web Presence or Social Media Following

I am the kind of coach who yearns to have impact and knows my rates (and the 1:1 coaching model itself) puts me out of reach for most of the world.

I've dedicated a lot of time to creating content that makes a difference. My podcast gives people a taste of what it's like to work with me, and that has made it easier for well-matched clients to find me. They also tend to arrive to our first session with a lot of my thinking and style already familiar to them so we can hit the ground running.

Putting their thoughts, photos and lifestyle out into the world helps some coaches to reach and help more people but thought leadership or a public profile doesn't make someone a good coach.

Many great coaches could care less and do not waste their time on social media and web presence or they are private people.

Allowed

HOW NOT TO PICK A COACH?



Location

Pick the best coach for you in the world, or at least nearby timezone. You would be SHOCKED how effective coaching can be by phone or video. In many cases, phone is more effective than in-person/video because you can walk around and process your thoughts. It can be much less distracting. I have coached clients all over the world.



Age or Gender

Age and gender do not matter as much as you may think when selecting a coach. I recommend you do not exclude people from your search based on this criteria. Be open to speaking with many different coaches and focus on the criteria I have listed for you.



Previous Professional Experience

Previous professional experience or industry experience does not matter as much when selecting a coach. Be open to coaches with various backgrounds and focus on other areas of alignment when making your selection.

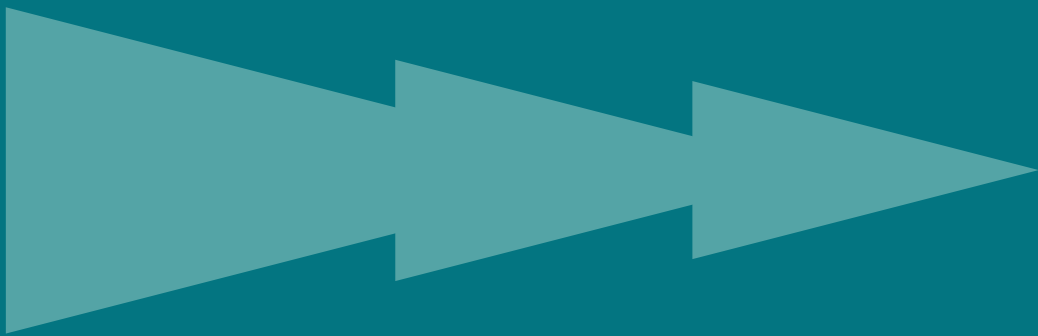


Certification

Don't rule a coach out simply based on certification. Many amazing coaches are not certified. You can note any certifications in your notes and this may help you understand their style but be open minded to coaches without certification as well.

Allowed

COACH SELECTION WORKSHEET



Allowed

INTERVIEW QUESTIONS



Questions to ask a coach during your intro call

You don't need to ask all these questions. Find the 3 or 4 questions that seem most important or relevant for you. Let the conversation flow and see where they take you when they are more in charge. Get a sense for what it's like when they are leading the conversation and asking you questions.

How do you feel at the end of the conversation? Did you learn about yourself? Those are the big questions for you to answer.

- How did you get into coaching? - This is to get their back story it usually reveals something interesting
- What do you think makes a good coach?
- Do you work with a coach yourself? If no, red light
- What kinds of clients do you tend to work with?
- Have you noticed anything in common across all of your clients?
- Can you tell me a bit about your own personal growth journey?
- What kinds of outcomes do your clients typically describe?
- Do you have testimonials that I can review or a referral I can speak with?
- Ask if they have an intro session. Sometimes they offer one for free and sometimes for a small fee. If you like them enough to pay for it then that's a good sign.
- What are some things that would let you know that I'm ready for your style of coaching?
- What would let you know I'm not ready?
- If I wanted to deepen my coaching experience with you what are some things I might do to prepare or work between sessions?
- What's the typical process like?

SELECTING A COACH WORKSHEET

GOALS

Your top 3 goals:

1. _____
2. _____
3. _____

SELECTION CRITERIA

Your selection criteria for a coach and how you will vet them

FIND A COACH

Your Plan for Finding a Coach

SELECTING A COACH WORKSHEET

PAGE 2

COACHES

Coaches I've Connected with:

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

Coaches I've met with:

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

NOTES FROM MEETINGS

Here are my thoughts on each coach, cost and package information:



SELECTING A COACH WORKSHEET

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SELECT YOUR COACH

My GUT says this coach: _____

My HEAD says this coach: _____

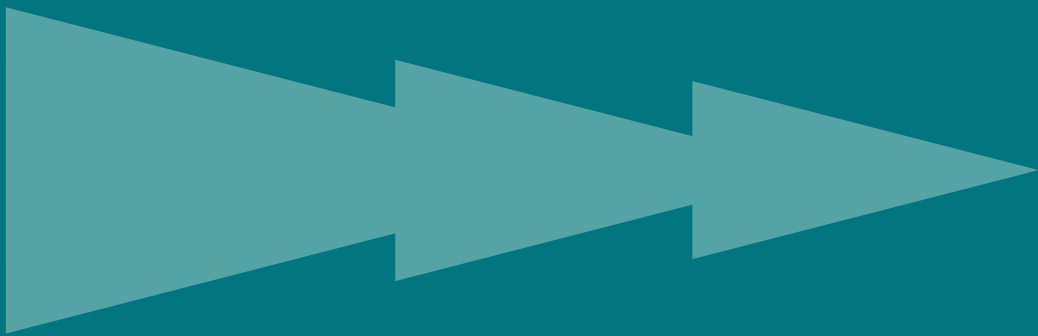
My HEART says this coach: _____

If the above do not align go with your gut.

My choice: _____

Allowed

SETTING YOURSELF UP FOR SUCCESS



Allowed

SETTING YOURSELF UP FOR SUCCESS

You own the coaching process.

Coaching is not mentoring. Your coaches role is to be a mirror for the choices you have and to help deepen your understanding of yourself and your work.

The formula that drives results is your willingness or commitment multiplied by your openness or authenticity. Be as honest as you can throughout the process and lean in as much as you are able to try new behaviors or deep dive into your learning.



Be Prepared

- Identify a key issue you would like to focus on during the session.
- Support your presence - do your best to be:
 - well fed, hydrated, and unplugged
- Consider blocking off the 15 minutes before your session to prepare and redirect your attention to your coaching work.



Space

Be in an appropriate space for your session. A quiet room, computer shut if you can. Try a walking session outside by phone. Try a few formats to see what works best for you as there are pros and cons to each setting.



Journal

Consider taking notes and journaling on paper. You can capture your high-level insights at the end of each session. Consider journaling between sessions to take notice of learnings, things you notice, insights you've gained etc. This can be very helpful to deepen the learning.

Allowed