

## Getting Started with Coaching

- ☞ **Think about what you want to accomplish.** Do you want to achieve specific career objectives, overcome obstacles, get unstuck? Do you want to set yourself up for success as you begin a new venture or role? Are you rethinking your career direction or looking for a new job? Ask yourself what will be different in your life by working with a coach. Be as specific as you can about your objectives.
- ☞ **Select a coach.** Research some coaches and select a few to interview. You might obtain referrals from people you know who have worked with a coach. In addition, you can go to coaching directories such as those provided by the International Coach Federation. Areas to explore with a coach include:
  - Experience – How much coaching has the coach done? What are the coach’s areas of specialty? What kinds of skills and experience does the coach bring? Does the coach have areas of coaching experience that align with your needs?
  - Coaching training – How did the coach learn to be a coach? What kinds of coach-specific training did the coach undertake?
  - Coaching process - Ask the coach about how he or she will work with you. How often will coaching take place? How will coaching be conducted, e.g. face-to face, telephone? What kinds of assessments or other tools might be used?
  - Understand what the coaching partnership involves. Discuss your responsibilities and the coach’s responsibilities. Talk about how you will review progress.
  - Successes – Ask the coach for examples of people who have benefited from coaching and how they have benefited.
  - Comfort level – How well do you think you will work with this coach?

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