

Getting the Most out of Coaching

Coaching can be a powerful approach for developing professionally and personally. Factors that maximize coaching success include:

- ☞ **Clarity on coaching outcomes.** People engage a coach for many reasons: Making career decisions, becoming more effective leaders, exploring career options, getting to their next career objective, taking on new responsibilities, overcoming a professional setback, and breaking out of a plateau to name a few. A successful coaching engagement is clear from the outset about what you want to achieve and what success will look like.
- ☞ **Commitment to coaching.** Sometimes people want to work with a coach because they've seen others achieve positive results or because a boss or friend recommends it. While those can be good catalysts for thinking about coaching it's important to know that coaching involves significant commitment. Coaching requires your active participation; it's not something that is "done to you." It involves a willingness to look inside yourself and explore challenging questions, an openness to new ideas, trying new approaches, and setting and meeting goals to make positive changes.
- ☞ **Is coaching right for me?** If you're thinking about coaching, here are some questions to ask yourself:
 - Do I have a strong desire to grow professionally and/or personally?
 - Do I know some specific areas of growth that will make a difference for me?
 - Am I open to gaining insights about myself and hearing feedback?
 - Am I open to trying new approaches?
 - Am I ready to make changes?
 - Am I committed to following through to achieve change?
 - Am I able to make the time commitment for coaching sessions and to work between sessions?
 - Am I willing to work collaboratively with a coach to clarify my goals and to determine how to achieve them?

***“Coaching
requires active
participation.”***

Positive answers to several of these questions indicate a readiness to explore coaching.

