

# **Work-Life Consulting Ltd**

## **Frequently Asked Questions**

### **What is Coaching?**

Coaching is a professional, personal consulting relationship, where the Coach and Client become partners in the Client's success. A Coach does just what an athletic Coach or music teacher does, only in a more complete and bigger way. A Coach challenges you and takes the time to find out what winning in life means to you. A Coach is your partner in living the life you know you can accomplish, personally and professionally. A Coach is someone to hold you accountable for your life, to make sure you really do live up to your potential. The Coaching process consists of assessment, regular face-to-face and/or phone and email contact, persistent inquiry, goal setting and tracking, assignments, and follow-up.

### **What are the benefits to Coaching?**

Coaching Clients report clarity and focus in setting and achieving life goals. They are energised and enthused through the constant encouragement and validation they receive, and are highly motivated to succeed.

### **How long has Coaching been around?**

Coaching has been around for about ten years in the corporate world. Companies hired Coaches to help them stay on track, meet their goals, and overcome obstacles. About five years ago, Coaching moved into the personal realm and is now becoming more and more popular because of the great results people achieve.

### **What happens when you engage a Coach?**

Many things, but the most important are:

- You take yourself more seriously.
- You take more effective and focused actions immediately.
- You stop putting up with what is dragging you down.
- You create momentum so it's easier to get results.
- You set better goals that you might not have without the Coach

A Coach will collaborate with you to bring out your best and discover the ideal solutions for you.

### **What could be achieved through Coaching?**

Improved work performance, leadership, management, and interpersonal skills; successful life/work transitions; better, more effective business or personal relationships and communication; increased job and life satisfaction; fulfilment of one's goals, aspirations, and desires.

## **Is the focus of the Coaching on business goals or personal goals?**

Both, because the two overlap so much that they are inseparable. There is often a fuzzy line between one's personal and professional life; work *is* personal and there's no question that who you are and what you deal with in your personal life affects your professional life and vice-versa. When appropriate, and when you desire it, a Coach will work with you in the grey areas of both realms, not just the black and white of results-based job performance. You are free to accept or decline the options and suggestions that are offered in Coaching, for it is you who ultimately takes the responsibility for action. A Coach is the only professional trained to focus on your professional and personal goals and move you forward in a short period of time.

## **What is the difference between working with a Coach and my boss?**

The key difference is that you and the Coach are partners, not boss and subordinate. A Coach may evaluate your performance, but only with the goal of helping you improve.

## **Why does Coaching work?**

Coaching works for several reasons:

- Synergy between the Coach and Client creates momentum.
- Better goals are set - ones that naturally pull the Client toward the goal rather than goals that require the Client to push themselves to the goal.
- The Client develops new skills, and these skills translate into more success.

## **How does the Coaching process work?**

An initial discussion helps the Client determine what areas require attention. Subsequently, regular contact with the Coach supports the Client in setting goals, determining action steps, exploring barriers, fears and desires, and maintaining accountability through follow-up. The Client sets the agenda and may e-mail or phone the Coach during the between formal sessions with completed assignments, accomplishments, or requests for support.

## **How is Coaching different from counselling or therapy?**

Coaching is oriented toward action in the present and looking at what is desired in the future-while counselling and therapy usually takes people to their past for understanding. Coaches work with Clients who generally feel satisfied and healthy, but who want more from their lives or desire support in moving forward more quickly.

## **What qualifies someone to be a Coach?**

Coaching requires special skills and expertise. Coaches can be formally trained in Coaching programs. Generally, they come with years of life experience in roles and life situations similar to those of their Clients. Well-trained Coaches, however, can Coach on any topic. Coaching is not about providing answers, but is about asking questions and understanding what is happening with the Client. This expertise comes from a Coach's training, not from the Coach having, "been there and done that."

## **Will I reach my goals and get what I want?**

That depends on your commitment, determination, and the willingness to show up. Coaching often has Clients facing fears, realizing negative beliefs, and working through blocks to get to the other side. Sometimes it is scary and painful. If you stick with it and face the fears, chances are you will get what you want.

## **How can Coaching get me to a new place in my life?**

With your Coach asking you powerful questions, supporting, holding you accountable, and being there, you will be finding your own answers and moving in the direction of your desires. This extremely powerful method of inquiry and discovery can help you learn more about how you operate in the world. In the process, you will have breakthroughs on issues that will ultimately help you stretch and grow and up the ladder of success.

## **How do you define success?**

Success in life is a process of getting in touch with who you are and creating the life you want. This includes knowing and living by your values. When you have success in your inner world, you have what you want in the external world. Inner satisfaction is like a magnet. You begin attracting what you desire.

## **How long should I work with a Coach?**

Everyone is different. It really depends on what you are getting out of Coaching and how long you want to work with the Coach. Some people go for many years with a Coach and some just for a few months. Most people quickly see great benefits from having a Coach and continue with the relationship because it serves them.