

Core Competency Iceberg

WHAT YOU SEE IN COACHING

Coach and Client

Behaviors of Coach

Coach asking short questions

Client talking more than coach

Coach not giving answers or solutions

WHAT IS UNSEEN IN COACHING

Agenda

Prepares for session

Agreement

Seeks to evoke insight

Attends to client growth

Unattached to client outcome

Non judgement

Awareness and use of client language

Coaching Values

Generous Listening

Exploration

Reflects on session

Paraphrasing

Asking Permission

Manages time

Acknowledges client insights and learning

Creative, Resourceful and Whole

Self-regulation

Observing different Perspectives

Direct Communication

Partnership with Client

Ethical Practice

Works with strong emotions

Manages concluding session

Intuition

Coaching Mindset

Powerful Questions

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