

How to Get the Most Out of Your Coaching Opportunity

You may have had the opportunity to work with a coach in the past, or you may already have an understanding of what makes a good coach/coachee relationship. The purpose of this document is to review some of the key ways you can get the most out of your coaching opportunity.

Some people wonder how or in what way they should use their coach. Here are six suggestions for ways you can benefit from your coach's support.

- 1. Use them as a sounding board:** Coaches are great listeners. Use them to bounce ideas off of or share how you're feeling about a given issue. Have them review drafts of sensitive emails or practice an upcoming presentation to ensure the intention of the message is achieved. Role play with them before an important meeting or feedback conversation. A coach is bound by the ethics and confidentiality clause under the International Coach Federation and can offer non-judgmental listening and a safe space to process things that may be bothering you to enable you to move on.
- 2. Think through issues and challenges together:** Your coach can help you think through and co-create strategies to respond to new and unique challenges like dealing with a difficult team member or demanding client, weighing the impact of a difficult decision, transitioning into a new role, finding new opportunities within an existing client, etc.
- 3. Interrupt your pattern:** We understand that you are busy and how rare it is to find a moment to stop and reflect. The coaching sessions can act as a pattern interruption, allowing you to take a step back and think out loud. A coach can provide a structured way to help you reflect on your leadership, your life, and your career.
- 4. Build self-awareness:** We all have things that we don't know about ourselves or the perceptions we create without realizing the impact of our actions. Your coach can give you candid feedback on your blind spots and developmental gaps using a structured feedback process and by observing you in action.
- 5. Get unstuck and implement a long-standing goal or personal change:** Work with your coach to identify goals that are important for your long-term growth but that might keep getting pushed aside in favour of more urgent or immediate priorities. Your coach can help you create a plan with actionable tasks, clarify milestones, and provide you with the support you need to focus, take action and achieve those goals.
- 6. Use them as an accountability partner:** At the start of every coaching meeting, your coach will ask you what progress you made on the actions and timelines you committed to in the last meeting. This accountability mechanism can be the driver for people to take action and prioritize their development.