

An introduction to CLEAR

Peter Hawkins' CLEAR framework is a profound contribution to the field of coaching, offering a robust framework that transcends conventional coaching methodologies. This model integrates five core principles—Contracting, Listening, Exploring, Action, and Review—into the coaching process, emphasising the importance of building relational depth between the coach and the counterpart. Unlike models that offer a linear path to goal attainment, CLEAR embeds these principles throughout the coaching engagement, creating a dynamic, fluid approach that adapts to the unique needs and circumstances of each coaching relationship.

Understanding CLEAR Principles

Contracting serves as the foundation of the coaching relationship, establishing clear agreements on the goals, process, and ethical boundaries of the engagement. This initial phase sets the tone for a transparent, trust-based partnership, ensuring both parties are aligned on what success looks like and how they will work together to achieve it.

Listening in the CLEAR model goes beyond merely hearing words; it involves deep, empathetic listening that seeks to understand the counterpart's emotions, beliefs, and unarticulated thoughts. This level of listening allows the coach to grasp the fuller context of the counterpart's experiences, providing a richer foundation for insightful coaching interventions.

Exploring within the CLEAR framework encourages curiosity and inquiry, leveraging powerful questioning to delve into the counterpart's insights, challenges, and underlying assumptions. This exploration is not just about solving problems but about unlocking new perspectives, fostering self-discovery, and facilitating transformative learning.

Action focuses on moving insights into tangible steps towards the counterpart's goals. Unlike models that defer action planning to the conclusion of the coaching process, CLEAR recognises that actionable insights can emerge at any point. It emphasises the importance of capturing these moments, encouraging immediate reflection on how insights can be translated into concrete steps forward.

Review ensures that the coaching engagement remains dynamic and responsive to the counterpart's evolving needs and circumstances. This principle involves periodic

reflection on the coaching relationship, the progress made, and the adjustments needed to ensure the coaching remains relevant and impactful.

The Significance of Relational Depth

At the heart of the CLEAR model is the recognition of the coaching relationship as the vehicle for change. Hawkins advocates for a coaching approach that goes beyond the surface level of skills and goal attainment to engage with the counterpart at a deeper, more relational level. This approach recognises that meaningful change often requires confronting deeply held beliefs, values, and patterns of behavior. By emphasising relational depth, CLEAR facilitates a coaching environment where these profound shifts can occur.

Integration with ICF Competencies

The CLEAR model aligns closely with the International Coaching Federation (ICF) competencies, particularly those related to establishing the coaching agreement, active listening, creating awareness, and facilitating client growth. Hawkins' principles complement and deepen these competencies, providing a comprehensive framework that supports ethical practice, effective communication, and the promotion of client autonomy and growth.

Practical Applications and Outcomes

The practical application of CLEAR principles in coaching engagements leads to several significant outcomes. Counterpart's experience a coaching process that is tailored to their individual needs, reflective of their values and context, and responsive to their growth over time. Coaches, equipped with a holistic and adaptive framework, are better positioned to facilitate meaningful, sustainable change for their clients.

Additionally, CLEAR fosters a coaching culture that values continuous learning, reflection, and adaptation. By embedding the principles of Contracting, Listening, Exploring, Action, and Review throughout the coaching process, coaches and coachees engage in an ongoing dialogue about the effectiveness of their work together, ensuring that the coaching remains relevant, impactful, and aligned with the coachee's evolving goals and needs.

Conclusion

CLEAR Principles



Peter Hawkins' CLEAR model represents a significant evolution in coaching practice, offering a framework that emphasises relational depth, ethical integrity, and adaptive flexibility. By integrating the principles of **Contracting**, **Listening**, **Exploring**, **Action**, and **Review**, CLEAR provides a comprehensive approach to coaching that addresses the complex, multifaceted nature of human growth and development. It challenges coaches to go beyond traditional methodologies, inviting them into a more nuanced, responsive, and ultimately transformative coaching relationship. Through its integration with recognised competencies and its emphasis on practical outcomes, CLEAR stands as a valuable model for coaches seeking to deepen their practice and for clients seeking meaningful, sustainable change.