MAKING THE MOST OF YOUR COACHING

What is coaching?

There are many definitions of coaching but some generally agreed characteristics include:

- It is a non-directive form of development.
- It focuses on improving performance and developing individuals' self-awareness and personal responsibility.
- The focus is performance and contribution at work.
- It can have both individual and organisational goals.
- It limited to a specific period of time and at Warwick it typically consists of 4-6 sessions.

Preparing for your coaching

- Coachees who achieve the most from their coaching tend to have put a lot of thought into what they want to get out of it, so it is worth spending some time reflecting on this before your coaching starts.
- A 'chemistry conversation' is an important part of coaching. It is a no-commitment discussion with a prospective coach to experience their coaching style and establish whether they are the right coach for you. Often coachees find it helpful to meet two or three prospective coaches before they decide on the coach they want to work with. Don't be afraid to ask prospective coaches about their style of coaching and how they will work with you.
- Discuss your coaching goals with your line manager. Think about what you want to get from the coaching and how this helps you to achieve your performance and development objectives.
- Pull together any feedback and reflections around your strengths and development needs. Identify what you think your priorities are.
- It could be useful to think about your development needs within the context of your current role and future career/aspirations.

During the coaching

The process of coaching involves reframing your thinking, helping you to recognise alternative perspectives and building self-awareness. Be prepared for your coach to challenge you (supportively) and be open to thinking about things differently and to identifying new ideas and solutions. Coaching can only move you forward if you take action, so be prepared to commit to putting things into practice in between coaching sessions.

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