

COACHING PHILOSOPHY

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TABLE OF CONTENTS

INTRODUCTION.....	3
WHAT IS COACHING PHILOSOPHY?.....	4
HOW TO DEVELOP YOUR OWN COACHING PHILOSOPHY?.....	6
NEED FOR COACHING PHILOSOPHY?.....	7
KEY ELEMENTS OF A COACHING PHILOSOPHY.....	8
STEPS TO DEVELOP YOUR OWN.....	9
CONCLUSION.....	10

WELCOME

INTRODUCTION

A bird sitting on a tree is never afraid of the branch breaking because its trust is not on the branch, but on its own wings. Similarly, a coach is never afraid of the ways because they trust not the ways but the philosophies they stand on. The importance of philosophies to life can be seen in many ways, from our general daily comprehension to the problems of right and wrong, and even to the entire system of society itself.

In order to help you as a coach, we are implying that you decide how a coach should act based on your background, expertise, principles, opinions, and beliefs. The meaning of this particular theory is embedded into your brain subconsciously.

This question is – do you know yourself well enough to understand what your core values, coaching strategies, and personal beliefs are?

WHAT IS COACHING PHILOSOPHY?

 **Let's start by asking a few questions.**

Why do I coach?

What is the purpose of my coaching?

How do I want to impact others?

How do I measure my success?

 **Now ask yourself**

What are my beliefs?

What are my values?

What are my ethical standards?

The answer to these questions devise your Coaching Philosophy.

Your coaching philosophy is composed of the main objectives that you want to accomplish, as well as the ideals and principles that you adhere to when setting those goals. The philosophy of coaching guides how you behave as a coach and how your people communicate with you. It should express your true self and the person you want to become. It is based on the information you have, your experience, your expertise, and your opinions.

The essence of coaching and the values and principles that the coach embraces to accomplish their objectives are clarified by all good philosophies, regardless of their duration. To give you an idea of how they might look below is an example of coaching philosophy as.



When you decide to become a less directive, collaborative mentor, you are also opting to follow a certain set of values and ideals to ensure consistent expectations and positive results. This is because there are many viewpoints and ideologies that advocate teamwork.

Doing this doesn't mean that your particular personality or style is giving up. Keep looking for this space as we talk next on **How to develop your own Coaching Philosophy.**

1

I will maintain a noticeable commitment to support the individual.

2

My coaching relationships are built upon truth, openness and trust.

3

The coachee is responsible for the results they are creating.

4

The coachee is capable of much better results than they are currently achieving.

5

I maintain a focus on what the coachee thinks and experiences.

6

I know that coachees can generate perfect solutions.

7

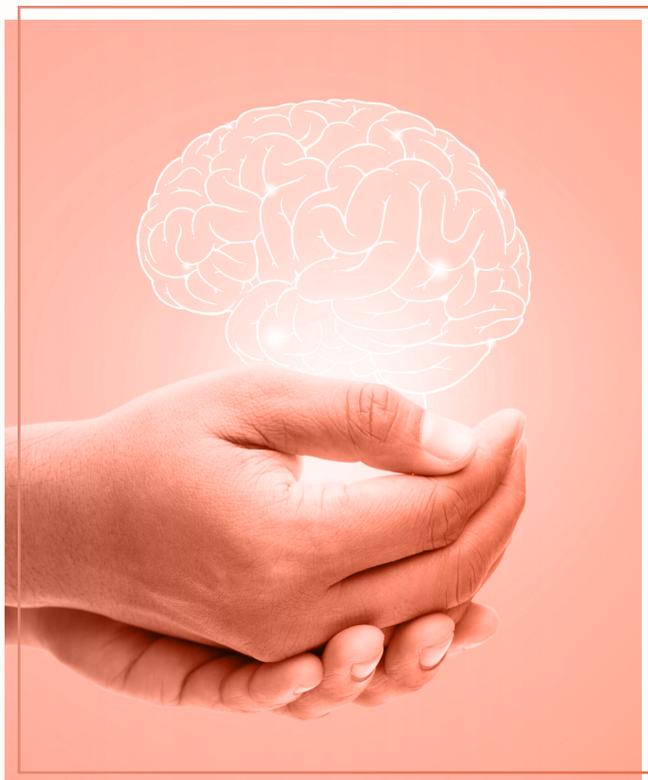
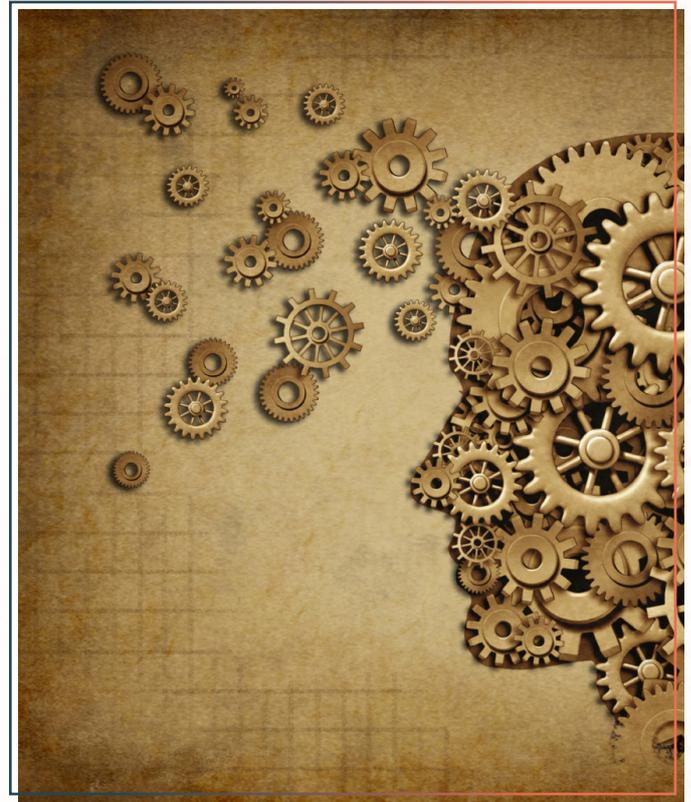
My coaching conversations are based on equality.

HOW TO DEVELOP YOUR OWN COACHING PHILOSOPHY?

A good philosophy of coaching is focused on clear-cut standards that guide the programme. Not only can these norms determine who you are, but what you believe in. When all activities are guided by a steady and uniform concept, an effective coaching philosophy leads to more effective outcomes in your programme.

Start by writing a coaching philosophy. To formalize your coaching philosophy, create a statement that explains your coaching goals and approach, which is focused on your ideals. This necessitates determining:

Your coaching goals, and Your principles.



Then create an action plan which will involve the expansion of all the steps from the objectives to the ways to achieve those objectives.

In a nutshell, your theory of coaching includes your view of the world and how to influence your coaching programme by incorporating those views and experiences. It is the key to your coaching career and defines what kind of a trainer you can become. In practice and competitive environments, the coaching style you select is integral to how you define your career and how your team works.

NEED FOR COACHING PHILOSOPHY?

According to Martens (2004), the key to successful coaching lies in a clearly stated philosophy. They assist you in dealing with various life situations because you react to them in accordance with them.

Here are some of the reasons why you need Coaching Philosophy:



For Coaches

- Acts as a source of motivation.
- Form of “standard of care.”
- Helps in making ethical, faster and consistent decisions.
- Helps in staying firm in the face of external pressures.
 - Removes uncertainty.



For Clients

- Helps in choosing the right coach.
- Helps in setting expectations.
- Reduces confusions.
 - Increases Consistency.

KEY ELEMENTS OF A COACHING PHILOSOPHY



To develop your own Coaching Philosophy it is important to first have an understanding of the non-negotiable values within your coaching role. Every Coach has certain things they never compromise on.

Being a coach is largely about being yourself and this means being authentic. You are to bring the best of yourself to your role. This aspect of learning from your own experiences is something you can bring to your current coaching role.

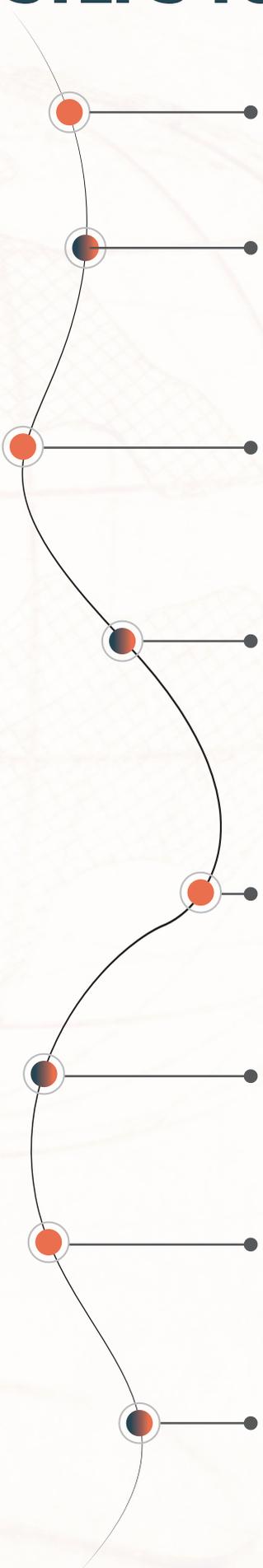
Essentially understanding your coaching style will help you to comprehend your motivations, the environment you perform best in, and how you communicate best. By understanding your coaching style, you are better positioned to be able to adapt to different situations.

Begin to create a framework to govern your conduct in your coaching role.

Another aspect of the coaching role and philosophy is how you define success.



STEPS TO DEVELOP YOUR OWN



Step : Identify your values.

Task : Make a list of values.

Example : Integrity, Respect, Responsibility.

Step : Define your goals.

Task : Provide a definition to all your selected values.

Example : Integrity- Having a clear conscience of what is right and wrong according to my beliefs and living by those beliefs.

Step : Develop a mission statement.

Task : The mission statement should be a response to the first two steps.

Example : To be a Coach for my clients, I will positively impact the personal development of my clients with Integrity, Respect, Responsibility.

Step : Choose your approach to leadership.

Task : Set your Leadership style.

Example : Transactional Leadership Style.

Step : Enhance your self-awareness.

Task : Know your strengths, your weaknesses, what is important to you, and how you react to various circumstances and how can you change it.

Example : My weakness is not letting my clients express themselves, My reaction is asking them to express themselves, but I should create a safe environment for them to express.

Step : Establishing expectations

Task : Monitor the standards of performance and how much was achieved.

Example : You can require your clients to upgrade their ideas into a viable business model by the end of the coaching program.

Step : Write your coaching philosophy.

Task : Write a statement outlining your coaching philosophy.

Example : I will emphasize development of my clients

Step : Add lessons from experiences in life.

Task : Recognize the influence of life experiences and how it can help to shape your philosophy by focusing on those experiences.

Example : My method towards giving tasks to clients should be more elaborative.



CONCLUSION

A coaching philosophy is a useful tool for directing how you coach. It gives you a strategic roadmap on the goals you should pursue and the approach you will require to accomplish them.

It enables you to make effective, consistent decisions and coach in a way that is consistent with your values. You will be a more successful Coach if you take the time to clarify your philosophy and then follow through on it.



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