

ABOUT COACHING

&

THE COACHABILITY PROFILE



*What you need to know about the process,
and how well you're suited to benefit from it!*

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Coaching is a collaborative process for assisting individuals and organizations to maximize results based on attributes and skills they already possess or are willing to develop, and the results of the coaching work are the responsibility and under the control of the client.

Above All, Thank You.

Your interest in this work is most gratefully acknowledged and appreciated. If you know anyone who might be interested in learning more, I'd be honored if you would refer them to join our mailing list – which they can do from one of websites.

Cheers, and best wishes for your prosperity and happiness!

Dolly

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ABOUT COACHING

Just as an athlete or dancer has a trainer or coach, everyone can benefit from having someone assist them to be the best they can be in life and career. A coach inspires you to go beyond where you normally might stop, to achieve exceptional performance, enhanced productivity, and a balanced life, or to manage your personal business and work in a more effective manner. A coach is your mirror, and helps you to overcome blocks to your personal and professional success, to find a better, faster way to fulfillment. Unlike a friend, family member or colleague, a coach is a partner who has only a commitment to your success in mind.

Think of a coach as a partner who assists you to win in the game of life and business!

COACHING has three components:

- ◆ Purpose: Striving for higher purpose and fulfillment by identifying and accomplishing goals.
- ◆ Process: Includes awakening, supporting and challenging clients in fulfilling their purpose. The process exists to fulfill the purpose.
- ◆ Relationship: Client-focused, and characterized by equality and commitment.

COACHING is a distinct endeavor. It is defined as:

“A relationship where a coach supports, collaborates with and facilitates client learning by helping a client to identify and achieve future goals through assessment, discovery, reflection, goal-setting and strategic action.” (Brenda Wilkins, Ph.D., University of Montana)

In contrast:

- Therapy: is a problem solving tool, in which one person of greater education helps or therapeutically treats another individual who is not functioning well due to physical, emotional or psychosocial difficulties.
- Consulting: is an expertise tool, in which a person with greater knowledge or experience in a particular area assists a person or organization lacking in that knowledge or experience, primarily by assessing or advising.
- Mentoring: is an advancing tool, in which one person of greater station, expertise or experience assists another to improve his/her position within an organization or system. (Within an organization, a mentor who also coaches can be of great advantage to that organization as well as to the individual(s) being mentored.)

COACHING is effective when there are two factors present:

- 1) The client is willing to grow, and
- 2) There is a gap between where they are now and where they want to be.

That is all that is really necessary for the coach and client to solve problems, create a new life, turn a business around, and/or design and implement a plan of action.

COACHING works because of three unique features:

- ◆ Structure: With a coach, a client takes more actions, thinks bigger and gets more done, due to the context of support and encouragement for addressing goals and taking action.
- ◆ Expertise: A coach has skills and tools to assist the client in making better choices and decisions, setting clearer goals, making more money, and restructuring their professional and personal lives for maximum productivity and fulfillment.
- ◆ Synergy: The client and coach become a team, focusing on the client's goals and needs, and accomplishing more than the client would alone. Accountability is a big part of this synergy - the unique relationship between client and coach lends itself to a system of progress checks, which promotes big results!

COACHABILITY PROFILE[®]

(YOUR CAPACITY FOR GREATER SUCCESS with MORE ENJOYMENT)

HOW COACHABLE ARE YOU?

INSTRUCTIONS:

Circle the number that comes closest to representing how true each statement is for you right now. Then, score yourself, using the key at the bottom of the page. The results will help you discover how coachable you are, right now. And the statements themselves will guide you to improving your receptivity to coaching B a path to greater results with more ease.

Respond to the following statements in this manner: 1 is for **Least True** and 5 the **Most True**

1 2 3 4 5 . I can be relied upon to be on time for all calls and appointments.

1 2 3 4 5 . I am ready, willing and able to incorporate the benefits of coaching in my life and business right now.

1 2 3 4 5 . I am fully willing to do the work and let the coach do the coaching. I keep my word without struggling or sabotaging.

1 2 3 4 5 . I'll give the coach the benefit of the doubt and "try on" new concepts or different ways of doing things.

1 2 3 4 5 . I will speak straight and tell the whole truth to the coach and the group with respect and compassion for all of us.

1 2 3 4 5 . If I feel I am not getting what I need or expect from the coach, I will share this immediately and discuss what I want and need from the relationship.

1 2 3 4 5 . I am willing to stop or change the self-defeating behaviors that limit my success (such as blaming, justification, complaining or problem-identification without contribution of possible solutions).

1 2 3 4 5 . I recognize I have made an investment in this coaching program and intend to get as much as possible from the experience.

1 2 3 4 5 . I see coaching as a worthwhile activity to improve my effectiveness in life and business.

1 2 3 4 5 . I am someone who can share the credit for my success with the coach and others in a group.

----- TOTAL SCORE (add up all circled numbers)

SCORING KEY:

10 - 20 Not coachable right now.

21 - 30 Coachable, but make sure ground rules are honored!

31 - 40 Coachable.

41 - 50 Very coachable, ask the coach to demand a LOT from you!.

Remember this is a self-assessment. Being honest with yourself is the most important resource you have. If you scored 40 or above, congratulations! You are ready to make your life more successful and have a lot more fun. If you scored below 25, consider each item above, and what you need and are willing to do to increase your score. (Just doing your best to show up and fully participate in the coaching work will go a long way toward that result!)

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AND FINALLY ... !!

Let me know how you did with this!

Completing the Coachability Profile with a score of 35 or above entitles you to a complimentary initial consultation and coaching session (a value of \$300). No sales pressure or other obligation, so take advantage of the opportunity to find out more.

If your score shows you're ready to benefit and you want to know more, simply email me to set up the session. It will be scheduled as a telephone conference so you can participate from the comfort of wherever you are!

I'd love to meet you and learn more about you!

Cheers, Dolly

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