

YOUR VIBRANT FAITH COACHES BELIEVE ...

- Our clients are capable, creative, and competent and are filled with promise and possibility.
- You are willing to grow, learn from your results, and try new approaches and actions.

YOUR VIBRANT FAITH COACHES EXPECT ...

- **Your best.** If you aren't doing your best, we'll ask you to. If you can't do your best at a given moment, we'll understand and work with you to get you back on the track.
- **Candid input on the coaching process.** If we feel that things aren't going as well as we imagined, we'll say so if the setting is appropriate. If you're not getting the results you hoped for, we expect you to say so.
- **Consistent communication.** We find that coaching works best when there's a consistent, specified schedule for future sessions. We will suggest scheduling future times to meet and will honor these commitments. If a client needs to cancel a session, we expect them to notify coaches ahead of time.
- **Be fully present for coaching sessions.** When coaching sessions occur, please find a place that is quiet and free of distractions. Use session time to celebrate, rethink, and re-imagine. Avoid multitasking.
- **Be prepared for scheduled coaching sessions.** Use the Meeting Planning Form for Coachees to prepare for each session so that you get maximum value out of the coaching relationship.
- **Clients to use us as a resource, but not to become dependent on the coaches.** When coaches are doing more than 1/5th of the work related to next steps, it's an indicator that the coach is over-functioning and the client is under-functioning.
- **Clients to be positive, proactive, and have a "can do" mindset.** Clients must avoid scapegoating, making excuses, or playing the role of a victim.
- **Keep a coaching log or journal.** It's important to have quick and easy access to past and present coaching information. If teams are being coached, they often keep their collective notes in a Google Docs folder.

YOUR VIBRANT FAITH COACHES WILL ...

- **Make requests.** Based upon what we know about you and your intentions, we may suggest a few next steps, a new behavior, or we may recommend a reading or an assignment to complete. You may accept the request, counteroffer (say what you can or are willing to do), or decline. You are always in charge of the coaching process and we will honor your intentions and pace.
- **Share with you our hunches or intuitions.** If you are not open to it, we count on you to let us know.
- **Suggest or send you resources** to support your efforts, understanding that you are under no obligation to use what we send you.
- **Remind you of your coaching intentions and previous commitments** if they seem to be neglected.
- **Invite you to list 1-3 actions at the end of a session.** These action items are usually related to what you wish to accomplish or work on between sessions. If we suggest too many actions, please indicate so. If you want more action steps, say so. If you need time to think about it, feel free to say so.
- **Be available for you outside between coaching sessions.** If you have something that's bothering you, or would like to meet with a coach or dialogue partner before the next scheduled session, please contact us. We do not charge clients for texting, emails, or brief phone conversations.

WHAT ADDITIONAL BELIEFS, EXPECTATIONS, AND BEHAVIORS DO WE NEED TO DISCUSS?

