





There is an enormous disconnect between understanding and doing...

- Marshall Goldsmith

ACTION & ACCOUNTABILITY

At the end of each session, the coach should be able to:

- ✓ Assist the Coachee to articulate and claim their learning from this session.
- ✓ Allow the Coachee to articulate where the Coachee started at the beginning of this session and allow the Coachee to compare to where they are now after their learning in this session.
- ✓ Allow the Coachee to verbalize how they will apply their learning and carry forward the results of this session into post-session thinking, feeling or action.
- ✓ Inquire what the Coachee might want or need in terms of resources, support, accountability or potential barriers to following through with post-session thinking, feeling or action.
- ✓ Partner with the Coachee on how they want to complete this the session.
- ✓ Articulate observations of Coachee progress made toward their stated session goal or acknowledgment of Coachee progress made over the coaching engagement.

COMPETENCY 8: FACILITATES CLIENT GROWTH

- 8.1 Coach invites or allows the client to explore progress toward what the client wanted to accomplish in this session.
- 8.2 Coach invites the client to state or explore the client's learning in this session about themselves (**the who**).

ACTION & ACCOUNTABILITY

The "WHO"

How the Coachee:

- Feels
- Values
- Views the world
- Chooses to "be" in the world.
- Thinks
- Creates
- Relates
- Learns

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- 8.2 Coach invites the client to state or explore the client's learning in this session about themselves (the who).
- 8.3 Coach invites the client to state or explore the client's learning in this session about their situation (the what).

ACTION & ACCOUNTABILITY

The "WHAT"

External Ways of Doing

- Goals
- Aspirations
- Dreams
- Challenges
- Issues
- Gaps
- Desired session outcomes
- Any other external way of doing

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- 8.3 Coach invites the client to state or explore the client's learning in this session about their situation **(the what)**.
- 8.4 Coach invites the client to consider how they will use new learning from this coaching session.



You must first meet competencies 8.2 & 8.3 before you can meet 8.4!

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- 8.5 Coach partners with the client to design post-session thinking, reflection or action.



Marker 8.5 is about identifying activities that Coachees can engage in that will help to carry forward what was discussed or accomplished in this session, in order to continue the client's learning, further progress towards the client's goals, more deeply explore new awareness or insights, break negative habits, create positive habits, change behaviors, or to apply the client's learning to their lives.

ACTION & ACCOUNTABILITY

ACTIONS

- ✓ Behavior Change
- ✓ Task Completion
- ✓ Research
- ✓ Experimentation
- ✓ Building a Habit

THINKING

- ✓ Further Reflection
- ✓ Additional feeling or living with an idea
- ✓ Self-inquiry

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- 8.5 Coach partners with the client to design post-session thinking, reflection or action.
- 8.6 Coach partners with the client to consider how to move forward, including resources, support or potential barriers.

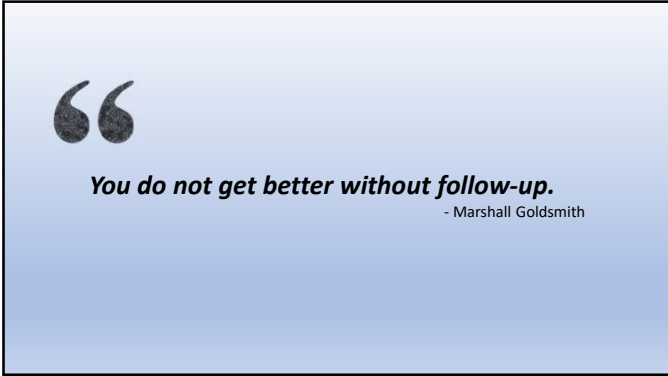
ACTION & ACCOUNTABILITY

PARTNERSHIP IS ABOUT:

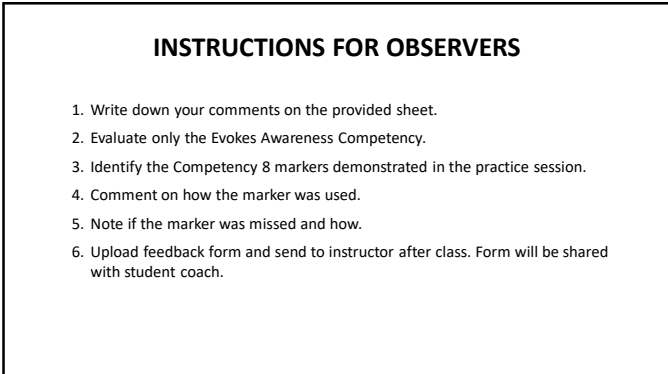
- 1. Resources or sources of support that may increase the client's chances of successfully carrying out client-identified post session thinking, reflection or action and/or;
- 2. Potential internal (fears, doubts, etc.) or external (circumstances, people, events, obligations, etc.) barriers that may hinder the client from successfully carrying out client-identified post-session thinking, reflection or action.

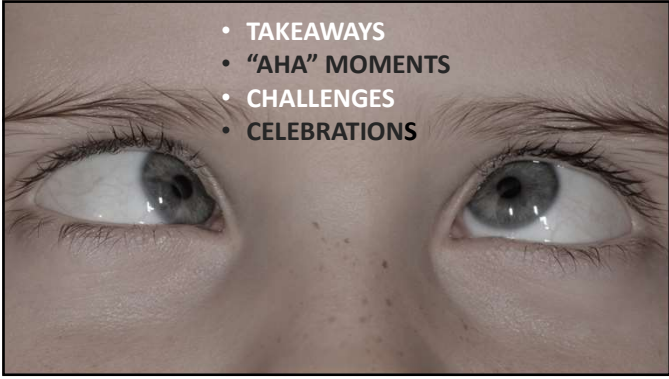
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- 8.5 Coach partners with the client to design post-session thinking, reflection or action.
- 8.6 Coach partners with the client to consider how to move forward, including resources, support or potential barriers.
- 8.7 Coach partners with the client to design the best methods of accountability for themselves.
- 8.8 Coach celebrates the client's progress and learning.
- 8.9 Coach partners with the client on how they want to complete this session.









- TAKEAWAYS
- "AHA" MOMENTS
- CHALLENGES
- CELEBRATIONS
