

# Orientation to Coaching


May, 2022

**“Our role is to shine a light on something our coachee cannot see for themselves.”<sup>1</sup>**

## Objectives

- › Consider why you might seek a coach.
- › Identify the role of the coach.
- › Describe the principles that underpin coaching.
- › Differentiate the responsibilities of the coach and coachee.
- › Summarize the characteristics of a successful coachee.

**Consider these while viewing the videos**

 [Why everyone needs a coach](#)  
[Atul Gawande \(2:49\)](#)

 [Foundational Principles of Coaching](#)  
[Maria Bacchus \(9:25\)](#)

## Why you might seek a coach<sup>2</sup>

- ✓ You want to evaluate the present, create a vision for change, build and implement a plan to develop your own desired future, and ensure ongoing growth.
- ✓ Specific examples might include:
  - › Developing your leadership skills
  - › Clarifying your career direction
  - › Getting unstuck
  - › Exploring your personal or professional transitions
  - › Preventing burnout
  - › Improving your technical skill performance
  - › Strengthening your interpersonal skills.
- ✓ For effective coaching, you need to be willing to reflect, receive feedback, consider new perspectives and new ways of thinking, feeling, and acting.

## A skilled coach will help you<sup>2</sup>

- ✓ Evaluate your current situation.
- ✓ Develop a clear picture of your desired future which may include examining your mission (why you exist), your vision (where you want to be), and your values (what is important to you).
- ✓ Build a plan to move toward your desired future. Identifying personal and external strengths and obstacles will help construct the plan. Plans require concrete steps and timelines.
- ✓ Execute the plan and help you become accountable to yourself for progress.
- ✓ Refine your direction and celebrate success.

## What are the principles that underpin coaching? <sup>3</sup>



Coachee is resourceful – has resources to solve own problems



Coach's role is to develop the coachee's resourcefulness through powerful questions, challenge and support



Coaching addresses the whole person, not just the professional problem at hand



Coachee sets the agenda for the coaching process. Coach does not lead the coachee to the "solution"

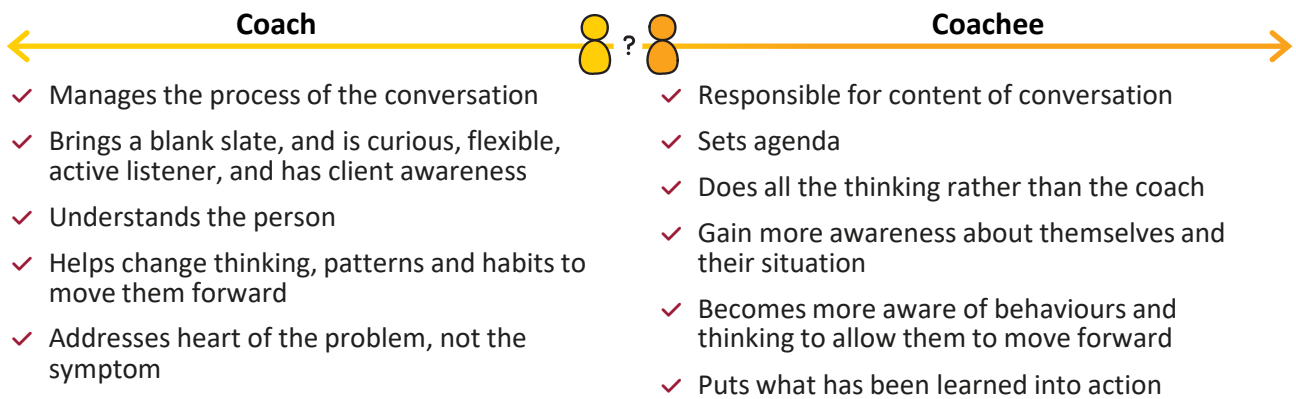


Coach and coachee work together as equals



Coaching is about change, growth, learning and action

## The differences between the responsibilities of the coach and coachee? <sup>3</sup>



## Characteristics of a successful coachee <sup>4</sup>

- ✓ Open to change, growth, learning and action<sup>1</sup>
- ✓ Active listener and questioner<sup>2</sup>
- ✓ Reflective
- ✓ Willing to receive feedback<sup>2</sup>
- ✓ Considers new perspectives and new ways of thinking, feeling, acting<sup>2</sup>
- ✓ Resourceful in solving their own problems in a way that works for them and aren't expecting the coach to fix their problem<sup>1</sup>

### References

1. Franklin M. The HeART of Laser-Focused Coaching: A Revolutionary Approach to Masterful Coaching. Wilmington: Thomas Noble Books; 2019.
2. Schwartz JM, Wittkugel E, Markowitz SD, Lee JK, Deutsch N. Coaching for the pediatric anesthesiologist: Becoming our best selves. *Pediatr Anesth.* 2021;31(1):85–91.
3. Rogers J. Coaching Skills: The Definitive Guide to being a Coach. Open University Press; 4th edition, 2016
4. Thorn PM, Raj JM. A culture of coaching: achieving peak performance of individuals and teams in academic health centers. *Academic Medicine.* 2012 Nov; 87(11): 1482-3.