

Coaching Fact Sheet

What is Coaching?

Christian coaching is a focused Christ-centered relationship that cultivates a person or team's sustained growth and development. Coaching focuses on the goals and development of the people being coached, with specific encouragement for sustained growth.

The International Coach Federation (ICF) defines coaching this way:

Professional Coaching is an ongoing partnership that helps clients produce fulfilling results in their personal and professional lives. Through the process of coaching, clients deepen their learning, improve their performance, and enhance their quality of life.

Coaching is about giving support, inspiring, challenging, modeling trust and integrity, increasing the quality of communication, facilitating growth and change, and partnering for success.

The goal of coaching is the development, growth and success of those being coached, whether an individual or a team. Coaching is supportive, respectful, encouraging, curious, positive.

Coaching is all about positive movement.

How does coaching work?

For individuals, coaching involves a series of interactive conversations, usually by telephone, scheduled on a regular basis.

For teams, coaching best occurs in a retreat or conference setting where one or more days have been set aside for a specific purpose.

For individuals or team, coaching conversations are comprised of standard components designed to yield unprecedented growth and fulfilled goals:

- Connecting
- Clarifying and focusing
- Confirming the specific focus that is actionable
- Exploring and identifying actions with the focus
- Aligning individuals or teams around the bigger goals or organizational purpose

These components, whether used with individuals or teams, are best utilized within a relationship of

- Trust
- Honesty
- Integrity
- Collaboration

Coaching conversations are deliberately tailored and designed for the people being coached to unlock the individual or team's potential for continuous improvement, performance and growth.