

The Bravo cc COACH/COACHEE COMMITMENT

Hello and thank you for choosing Bravo cc for your coaching project. Bravo cc provides professional and executive coaching to professionals across the United States. Before you have your first coaching session, please read through this document to better understand the expectations of you and your coach.

Professional coaching is a leading strategy for people who want to work through challenges, goals, and obstacles alongside a trained coach who can provide the tools you need to move forward, breakthrough, and reach a new level of success. Many people who have worked with a coach report positive changes in not only their professional life but their personal life as well.

One of the common misconceptions about coaching is that it is therapy or counseling. Coaching is not counseling or therapy. While your coach may use common techniques derived from clinical psychology, coaching is action-oriented and solution-oriented. It is a present to future endeavor (whereas counseling and therapy are past to present focused).

To experience the positive outcomes that can come from working with a coach, it is important to understand the relationship between you and your coach. This relationship is built on: commitment to each other, mutual respect, empathy and vulnerability, a willingness to do hard work and at times you may feel uncomfortable in order to grow and reach a higher level of candor and transparency.

To that end, you will get the most from this experience by committing yourself to these ideas:

- 1. Show up prepared.** Between sessions, your coach will give you homework to do. If you don't do the homework, your next session will be focused on WHY you didn't do the work instead of working on the goal you have set.
- 2. An open mind:** Working with a coach can be a challenging experience because he/she will look at things from a perspective that perhaps you have not considered or thought about. At times, this can feel frustrating. Making a conscious commitment to not get defensive is important. Be ready to consider these new ways of thinking.
- 3. A willingness to try new things:** Many times when we set a goal we learn through the coaching process that what we have done in the past does not serve us. Your coach will ask you to try new things. You may find initially that you resist these ideas. For the purposes of this project, you must be willing to do it anyway. Even if it feels strange or uncertain to you. Growth means trying new things.

What can you expect from your coach?

Your coach will: Ask questions, encourage, advise, challenge, make requests and listen for what is behind your responses in order to move you toward realizing your goals.

In the same way that working with a trainer to get healthy or lose weight is a worthy investment for many people, a coach is there to hold you accountable. They will ask you to examine your underlying assumptions, habits, and ways of thinking that are possibly holding you back.

A true coaching/coachee relationship is designed to help you find your own answers. By asking the right questions, embracing silence, and pushing you (gently) in a new direction, you create your breakthrough. When the solution is yours, you are far more likely to make a lasting change. But, there are times you might experience a “stuck in the mud” moment where you cannot generate an idea to move forward. In those instances, your coach will give ask you if you would like advise (consulting).

You decide if the advise makes sense for you (because you are the expert of your own life.)

What will you talk about?

The content of a coaching sessions is up to you. Common topics include: Specific personal projects, business successes, or general conditions in your life or profession. Other coaching services include value clarification, brainstorming, identifying plans of action, examining modes of operating in life, asking clarifying questions, and making empowering requests or suggestions for action. In other cases, coachees find they want to talk about how to handle conflict, stress, anxiety or challenging people they work with. Perhaps you are struggling with time management, staying focused, being assertive or public speaking. As you can see, coaching is a good fit for anything that falls into the categories of goals or challenges and you feel like you cannot get there on your own.

Your session is CONFIDENTIAL

Your sessions are between you and your coach. Anything you say in a session is confidential and will not be shared. All information about the coach/coachee relationship will remain strictly confidential. Your coach provides a general update to your leader that you have kept your appointments and are meeting expectations. NONE of the content of your coaching sessions will be shared outside of you and your coach.

What does a coaching session look like?

At Bravo cc we use the G.R.O.W model for coaching. You set a goal and through the conversation with your coach, identify the reality of your current situation, name the options that are available to you to create change (we will also explore obstacles) and find the way forward. There are a few general assumptions worth noting.

1. You are the expert of your own life.
2. The process is transformational not transactional.
3. The model is flexible and can evolve as your coaching relationship evolves.
4. The coach is there to ask great questions, listen, and give you the space to find your own answers.

Are you coachable?

Carefully consider what it will take for you to get the most out of your coaching sessions. There are clearly defined characteristics of someone who is coachable.

A coachable person is:

- _____ Open and receptive to other points of view.
- _____ Curious about themselves and the world around them.
- _____ Ready to try new things.
- _____ Can get out of their comfort zone.
- _____ Able to listen without judging.
- _____ Receptive to feedback (even when it is hard feedback).
- _____ Energized by thinking about the possibilities of what could be.
- _____ Able to be vulnerable.
- _____ Humble, knows that there is room to improve.
- _____ Grateful, appreciates the opportunity to be coached.

To get there, you will have to leave these things at the door:

Ego, Defensiveness, The need to be right, The need to be in control, Pessimism, Fixed Mindset

These qualities are masks for hiding a lack of confidence and the fear of being vulnerable and letting people see that you are not perfect or don't have all the answers. It's OK—we all work hard to maintain a persona that we present to the world. Coaching is a safe space where you can let down your guard and learn new things.

We all want to be seen as coachable. But are you, really? Think back to moments where you received feedback that was hard to hear. How did you take it? What happens to you mentally, physically, and emotionally when you are faced with "the hard stuff"? As a coach and coachee (I have had a coach for years), I have learned a few things about this process that will benefit you.

1. **Get curious.** You are more than likely going to bump up against some hard stuff during coaching. Instead of judging it, stay curious about it.
2. **Extend grace.** We all have areas where we struggle. Like anyone who takes leadership seriously, you will continue to learn new things about yourself. When you learn about something you don't like or isn't serving you, don't immediately go hard on yourself. Extend grace as you would someone else.
3. **Get to know your lizard brain,** give him/her a name. When does he/she come out to play? What activates it? What does he/she say to you? Listen. Don't try and eliminate, because you never will. Instead learn to acknowledge and then bless and release.
4. **Give yourself permission to not know all the things.** You simply can't know all the things. That's OK. Release the need to have it all figured out, all fixed, all perfected. Relax. Breathe. You are learning as you go.