

4 LEVELS OF COACHING SUMMARY

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LEVEL 1: COACHING FOR RESULTS

WHAT IS COACHING FOR RESULTS?

- This is the most fundamental (what) level of coaching.
- It is linear: A + B + C etc ... to get to Z
- It is most effective with people who have a quantifiable goal to accomplish.
- The client is dependent on the coach for helping them to identify, list and take step-by-step actions.
- The most important contribution of the coach is focus, structure and support.
- These are the essential components of 80% of the coaching we do.

An example might be a manager who wants to be better organized.
Client at this level will usually work with you 3 to 6 months.

LEVEL 2: COACHING FOR RESOLUTIONS

2. WHAT IS COACHING FOR RESOLUTIONS (re-solutions)?

This is the next level of coaching.

It is the "geometric" approach;

the client integrates the principles used previously for simple goal-
accomplishment.

A model might be: A + B + C, Oh, I remember how to do this =Z

It is a place to start coaching with savvy, healthy clients who learn fast and
can take the lead in designing their action plans.

The client knows and aggressively uses the tools; often asks the coach for
language.

These clients feed off the coach's input and create on the fly.

The creative relationship is independent.

An example of a client at this level might be: A manager or director who has
been recently promoted and needs a trusted mentor and guide. One
of my clients at this level had been on the board of trustees of a
Major University for 7 years and now it was his turn to be Chairman of
the Board of Trustees.

Clients at this level will work with you six months to a year, unless circumstances substantially change, then they will become long-term clients, but probably at this same level or at Level 3.

LEVEL 3: COACHING FOR RELATIONSHIPS

3. WHAT IS COACHING FOR RELATIONSHIPS?

This third level of coaching is not so much about the "what" and the "how" of situations, but focuses more on the "who."

This is the "holographic" approach;

- the steps are random, even discontinuous;
- the client usually is already in motion, is working from a plan;
- they have formulated the thesis and the antithesis and have hit a wall in their logic and/or actions.
- the client needs the coach to help describe and clarify their own and others' behavior, motives, rationale.

You start here with clients who are on a fast track; highly accomplished at problem solving, but uninformed or indifferent to the power and importance of relationships.

They can articulate the problem, but they are clueless that their style/wiring is both the source of their success and their key weakness.

The coaching relationship is slightly adversarial ... in that the client will not pay attention until the coach slaps them in the head with a frozen fish. It may take an unexpected, sometimes shocking, intervention by the coach to shift the client's direction.

The relationship will stay edgy and unexpected, and the client will need to learn new rules about interacting with other people, including what their needs and motivations are. But first the client needs to gain awareness of their automatic thoughts and behaviors.

These clients are very fun, because they are continually bringing new data and concepts to the coaching. The coach gets to learn things they would never normally be exposed to. This is interdevelopmental coaching.

Clients at this level will work with you 2 to 4 years depending on the client's willingness to learn and to trust. The most sophisticated/most evolved will eventually move on to the fourth level.

LEVEL 4. COACHING FOR REVELATIONS

4. WHAT IS COACHING FOR REVELATIONS?

The fourth level of coaching is the most interesting and the most sustainable. It is available with a small percentage of clients.

The focus at this level is on the energy flow between coach and client.

What is extraordinary about Coaching for Revelations is that it begins to influence people outside the one-one coaching relationship.

It touches the universal connectedness among people.

It is the "spirit-exchange" approach.

- There are no steps;
- the coaching flows from a conversation that is continuous.
- the client moves effortlessly among ideas congruent to their projects
- the client uses the coach as an "echo" with full permission to respond and even build on it

The coaching relationship is fully mature.

This is co-creative coaching between equals.

It will last forever, even when there are no calls.