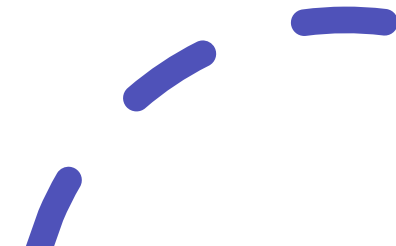




April Ecosystem Enrichment: Introduction to Co-Active Coaching



Housekeeping Items

- The session is being recorded, the PowerPoint and other materials will be sent out after the session.
 - Please mute yourselves to make sure that speakers can be heard and we do not experience feedback. No need to keep video on unless you want!
 - You will be able to ask questions using the chat function
 - If you'd like to ask your question live, please wait until Q&A
 - If you have are having issues with anything, feel free to text 317-690-4238
- 



Key Learning Objectives

- Understanding the Co-Active Model
- Elements of the Relationship Triangle
- The Wheel of Life and how to use it with clients
- What are Powerful Questions and how can you use them
- What are the 3 Levels of Listening



GOODWILL OF CENTRAL
& SOUTHERN INDIANA

Co-Active Coaching

"Co-Active Coaching remains the bible of coaching guides."

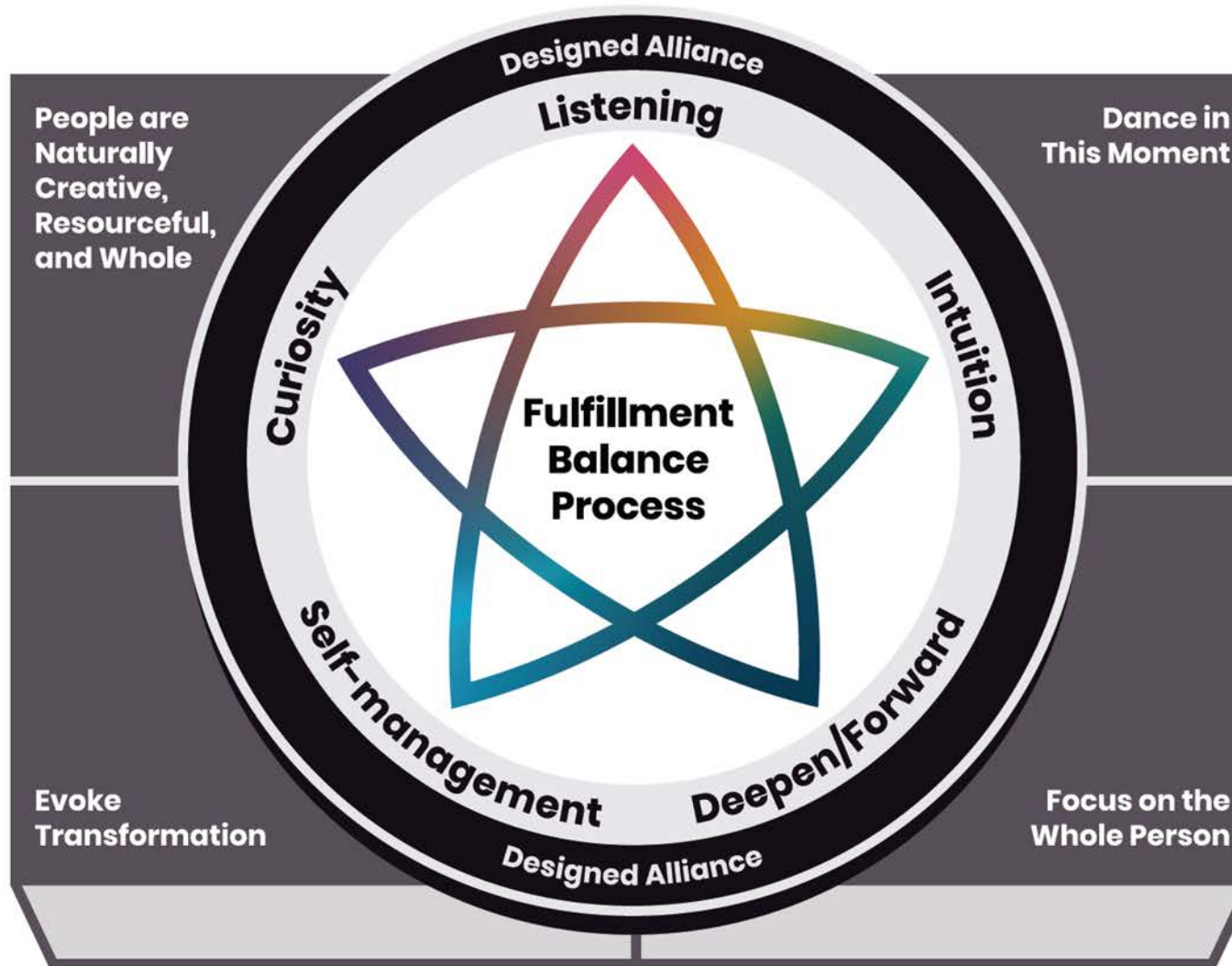
—Stephen R. Covey, Author of *The 7 Habits of Highly Effective People*

Fourth Edition

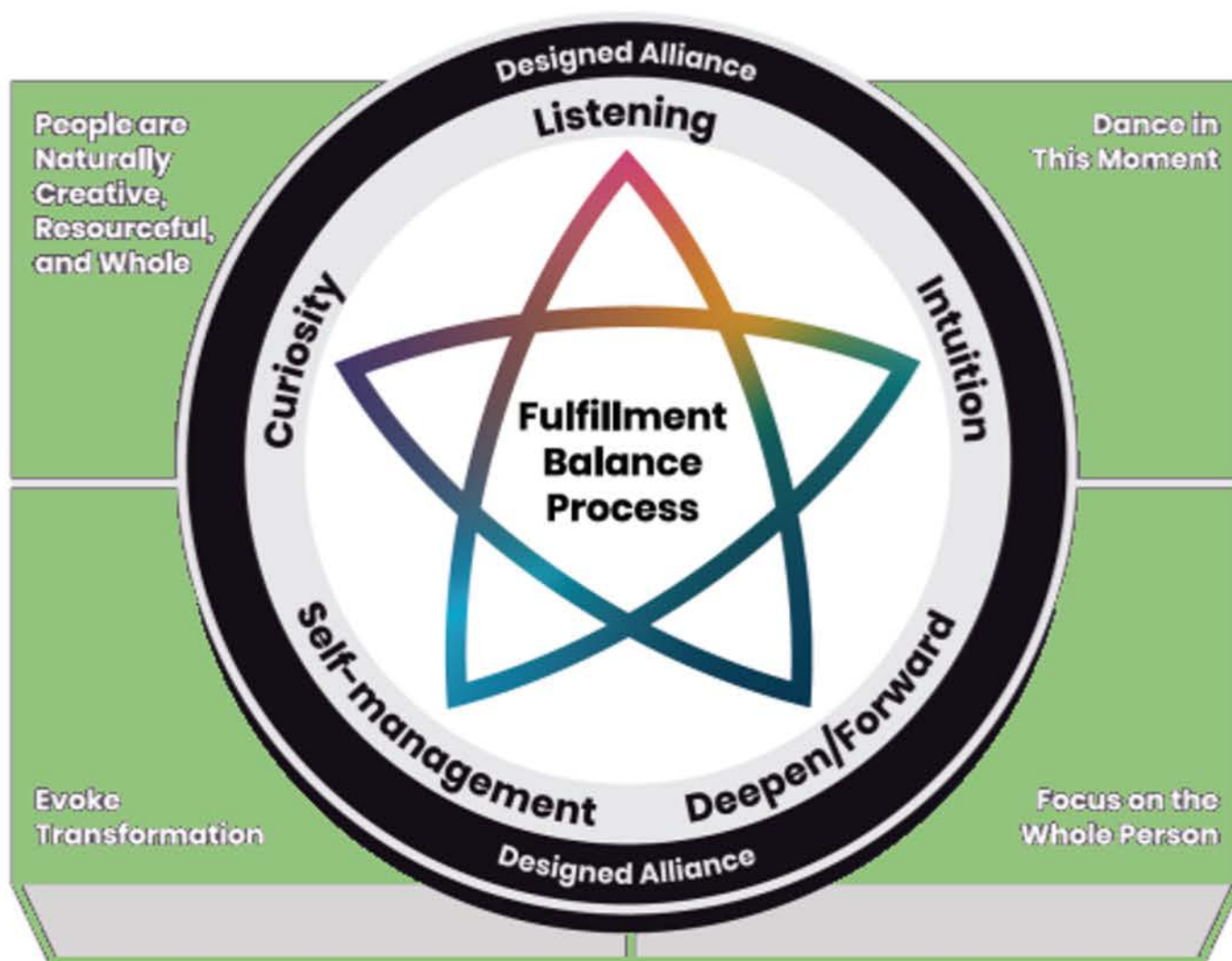
Co-Active Coaching

Henry Kimsey-House, Karen Kimsey-House,
Phillip Sandhal, Laura Whitworth

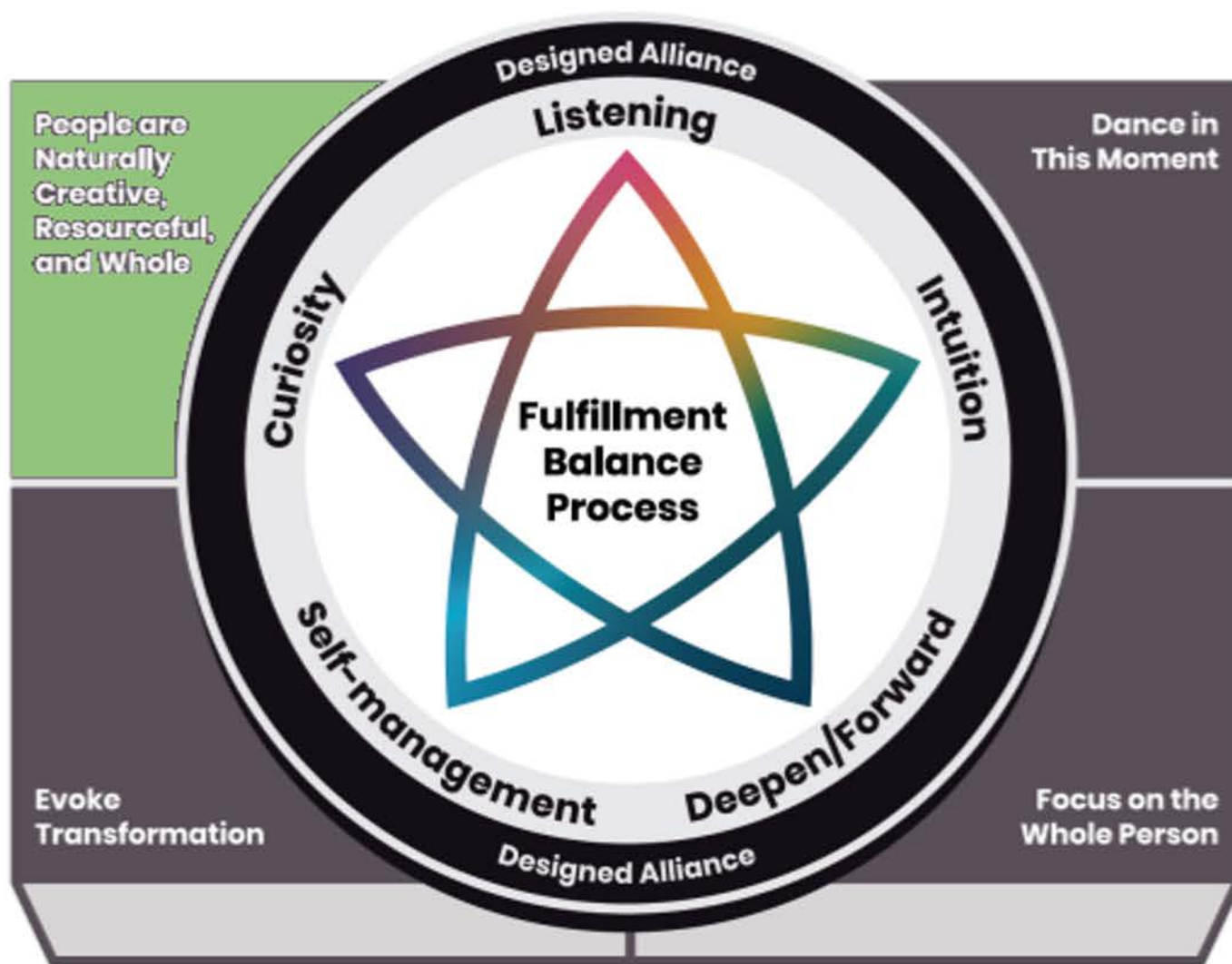
The Co-Active Model



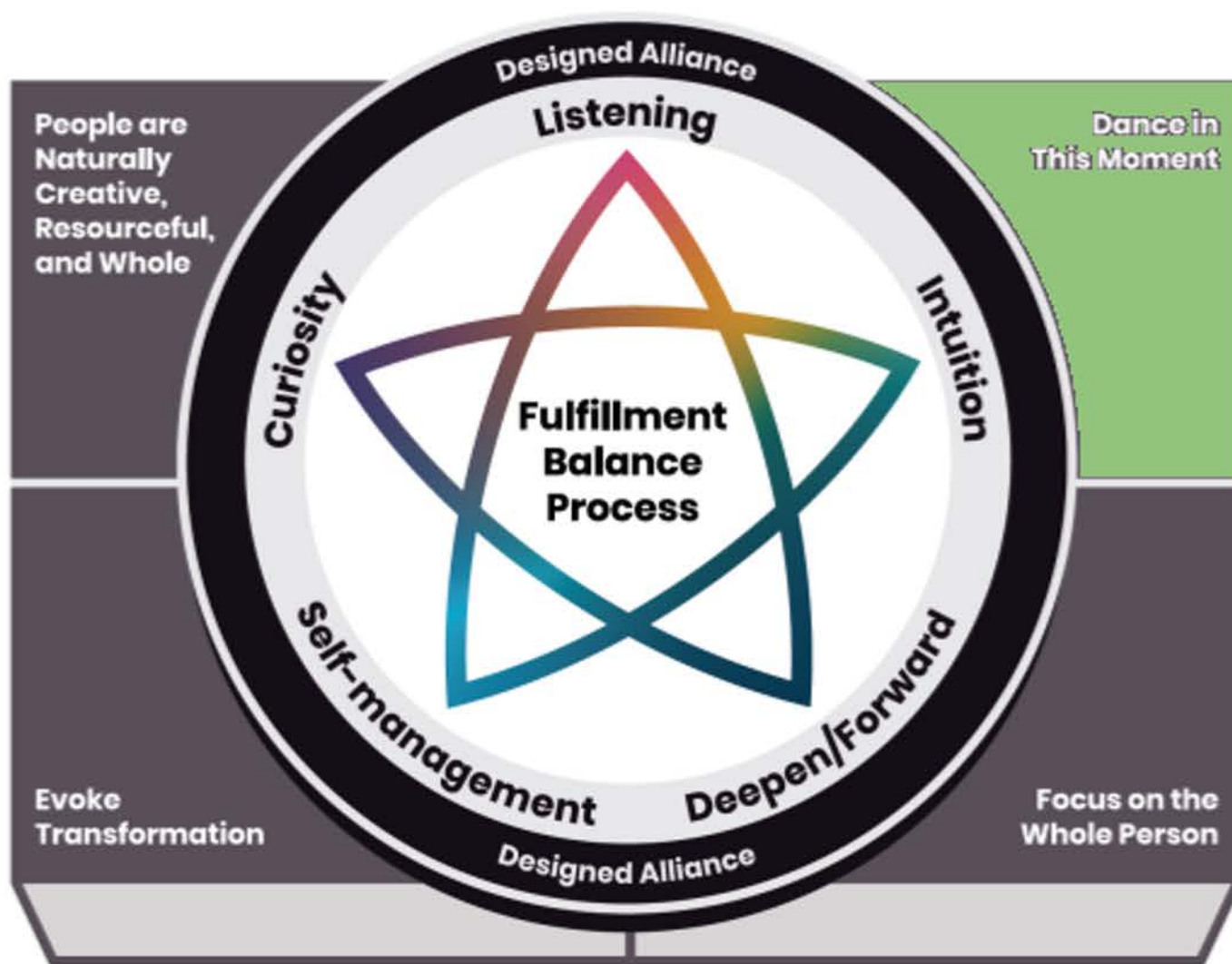
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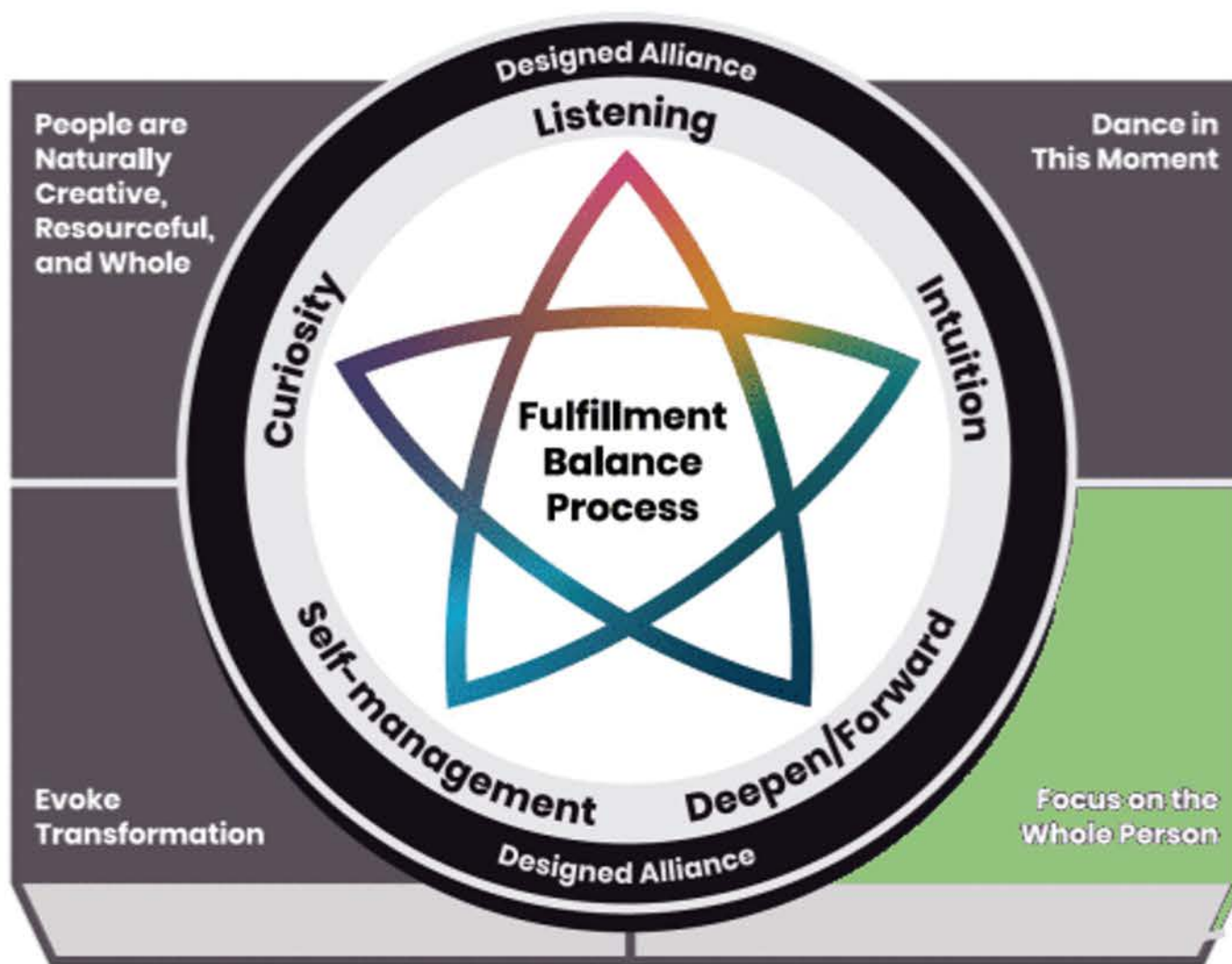
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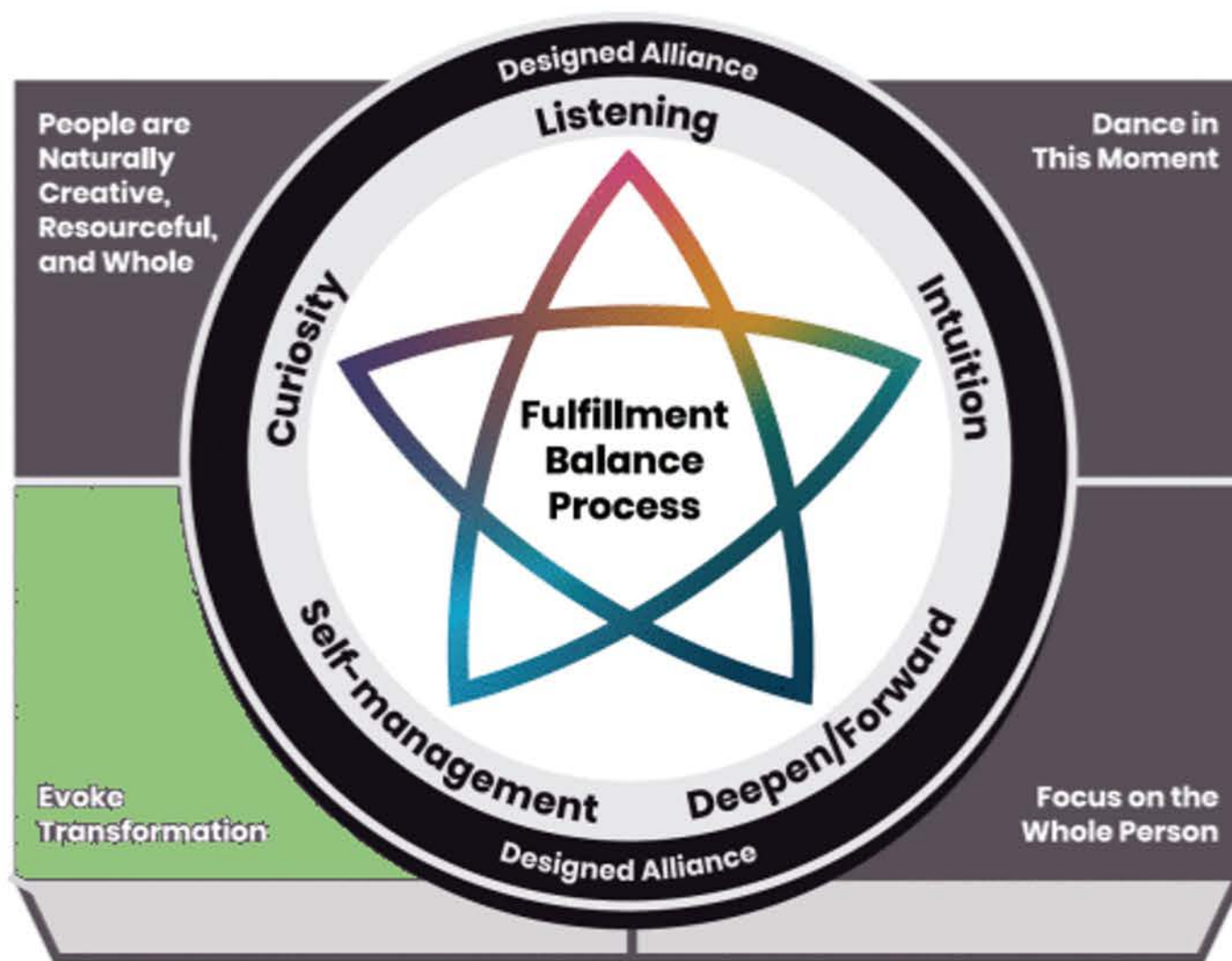
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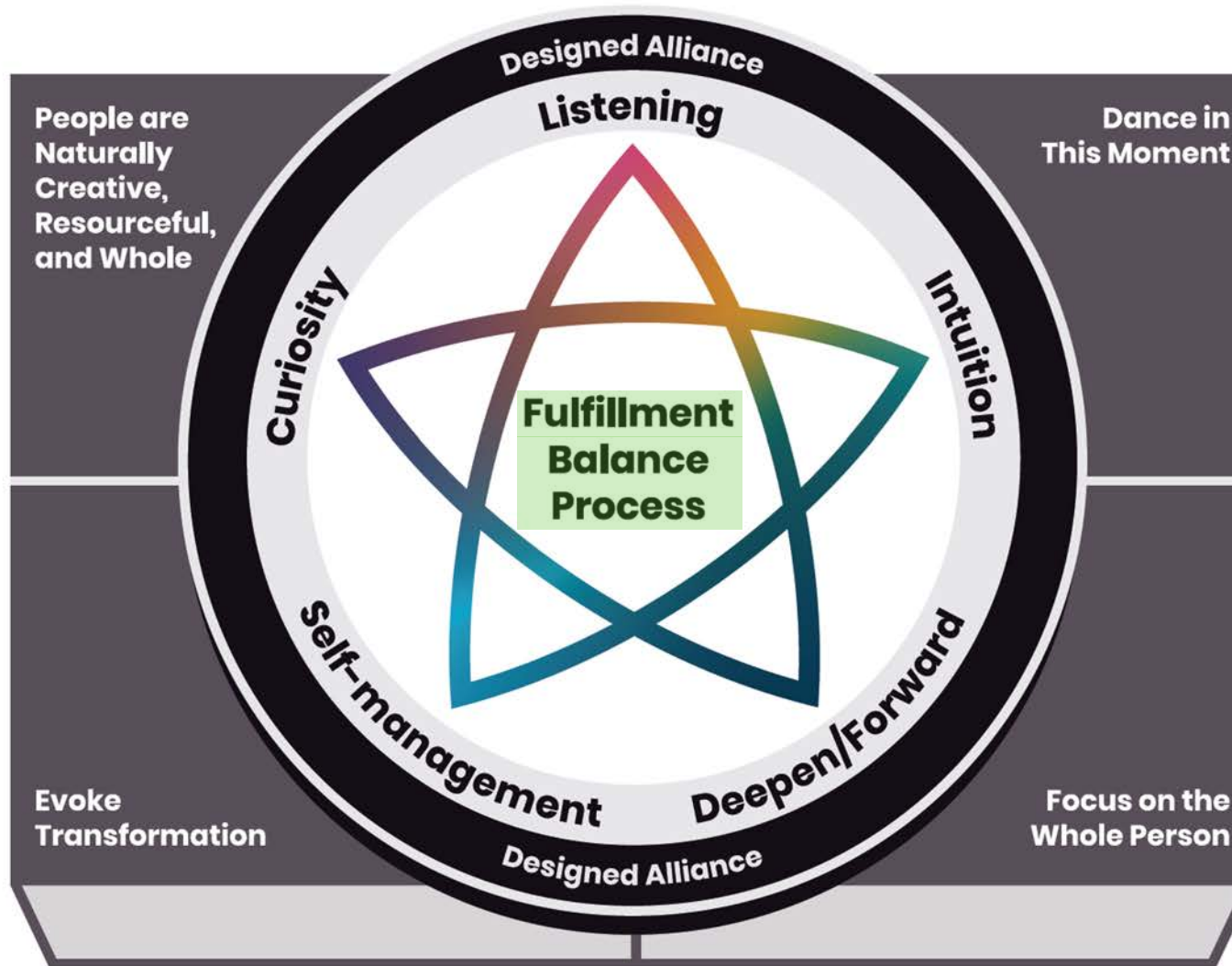
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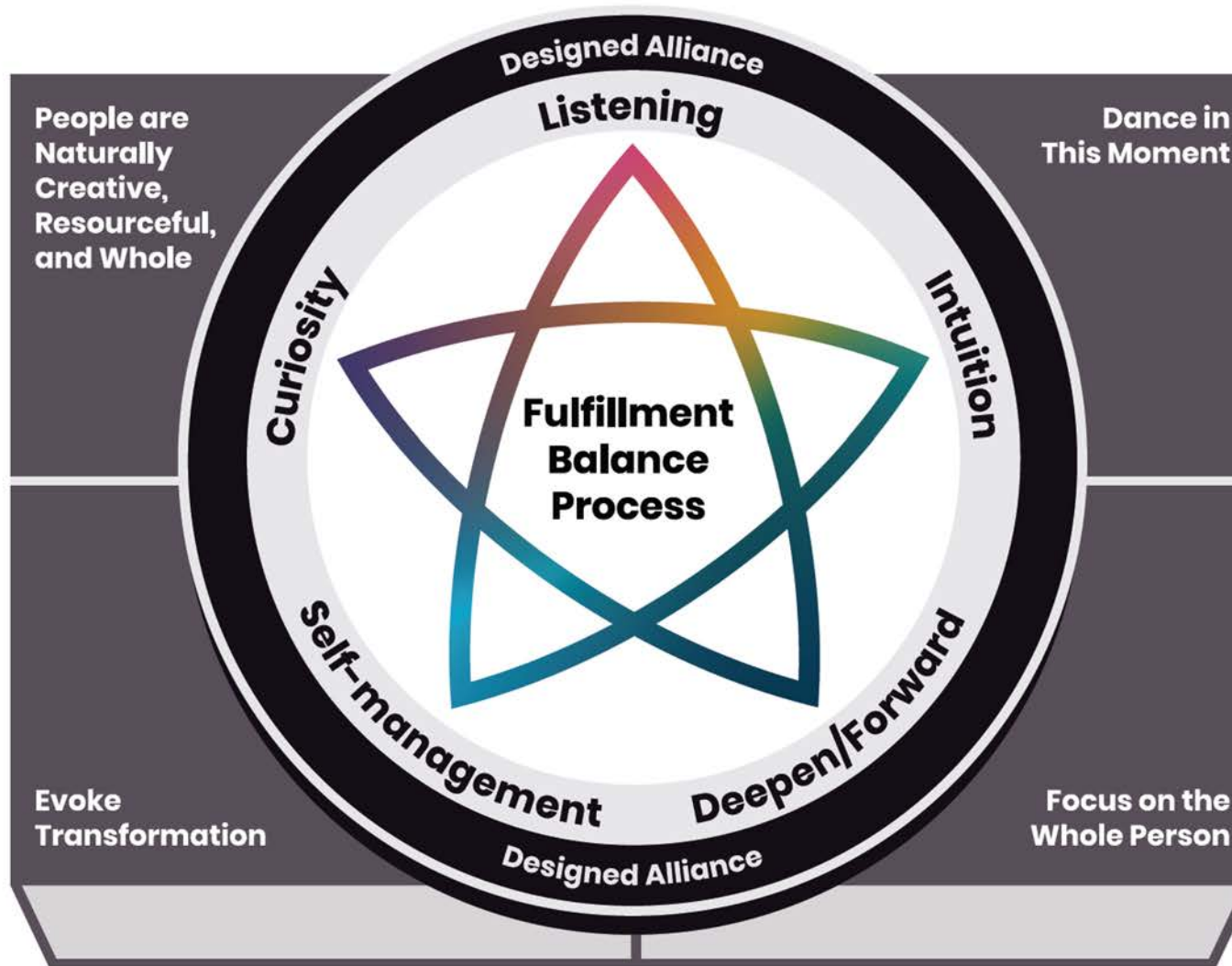
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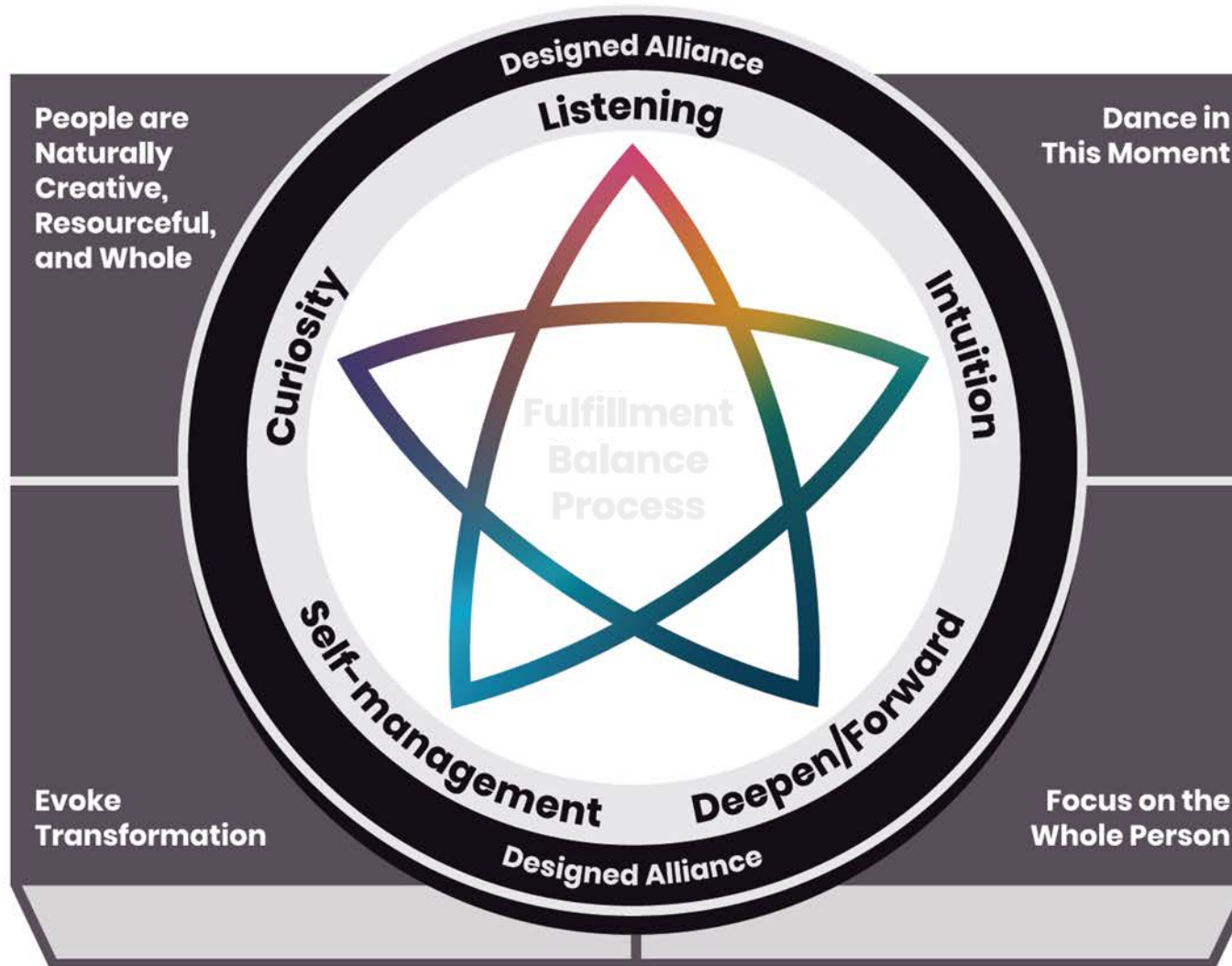
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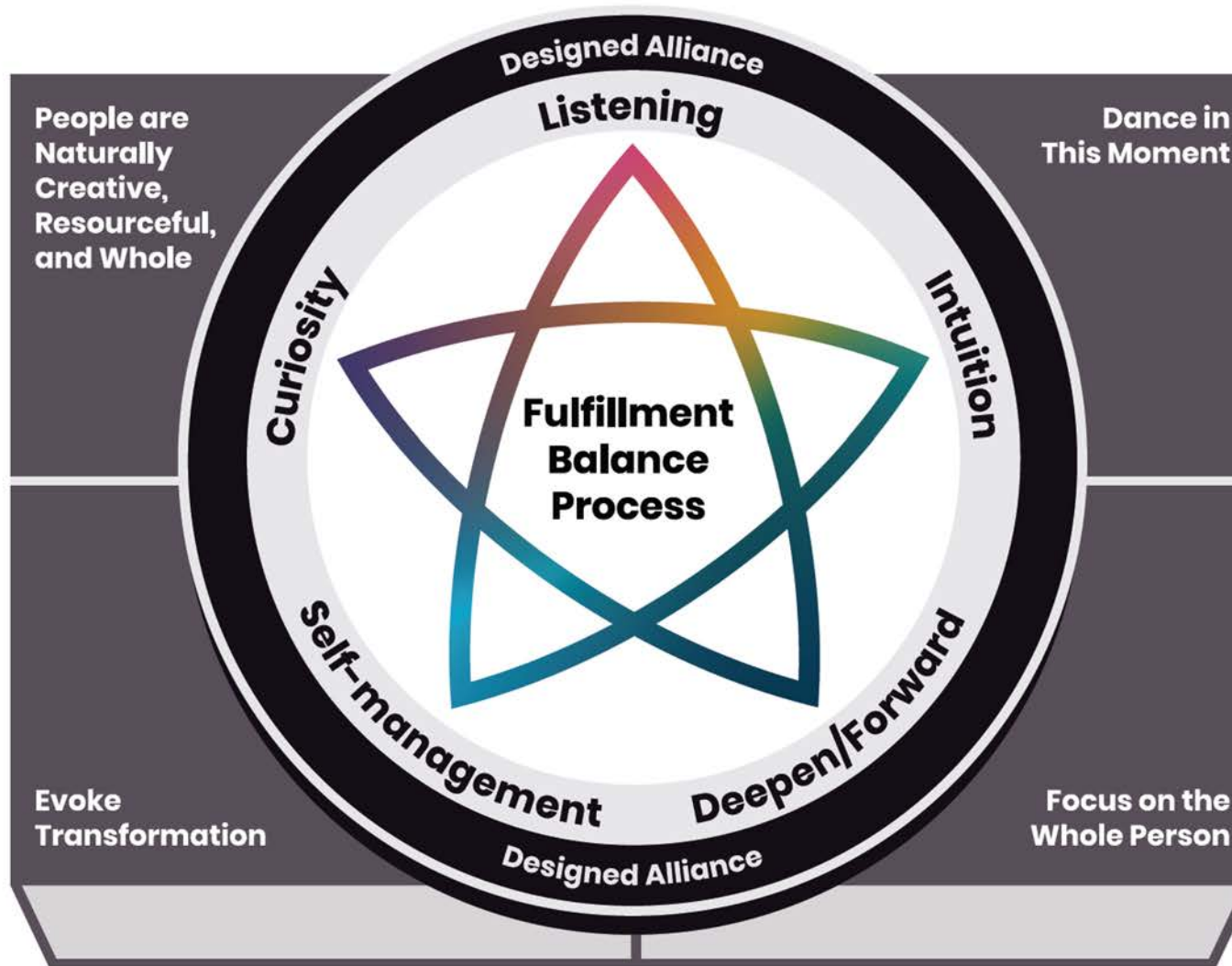
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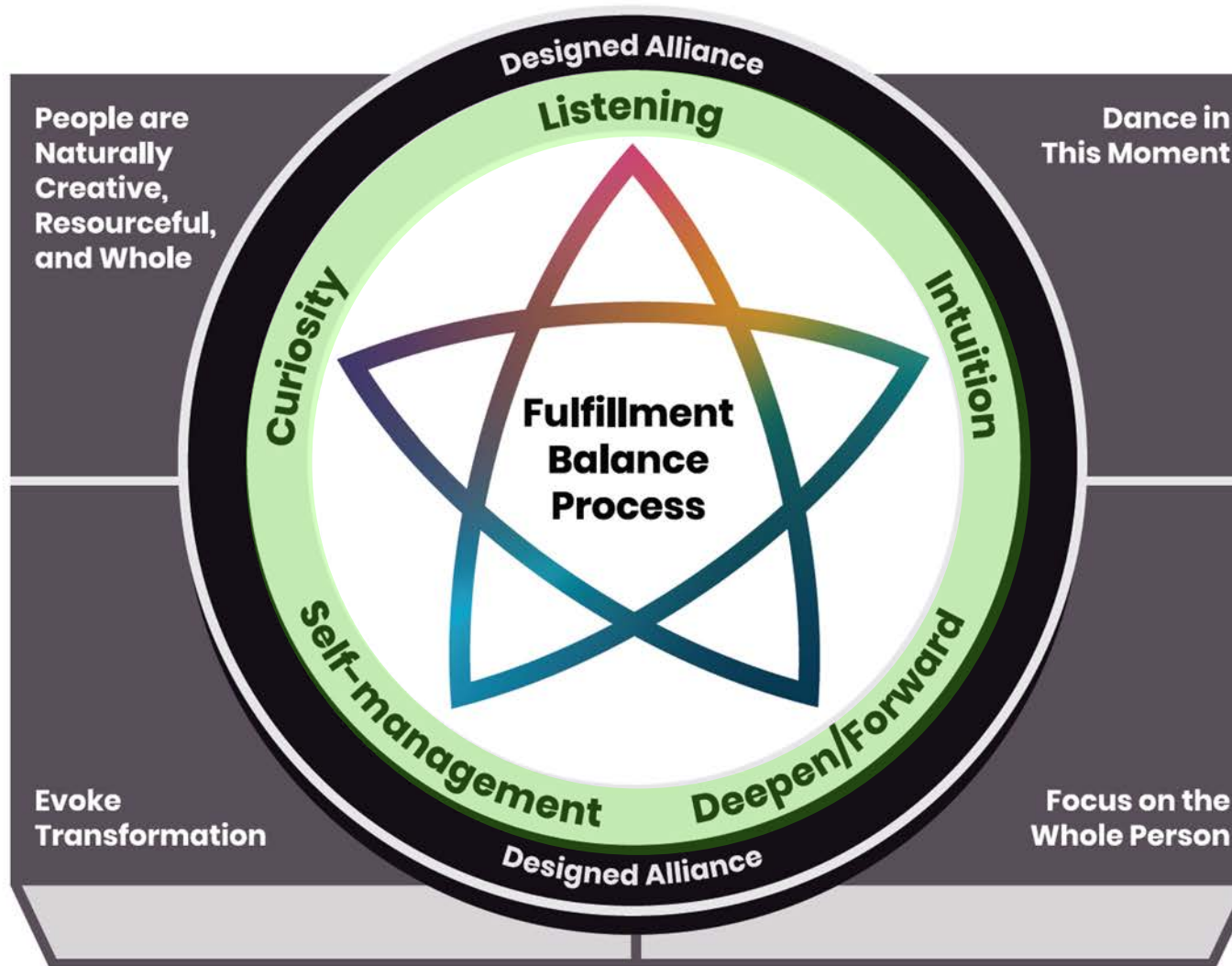
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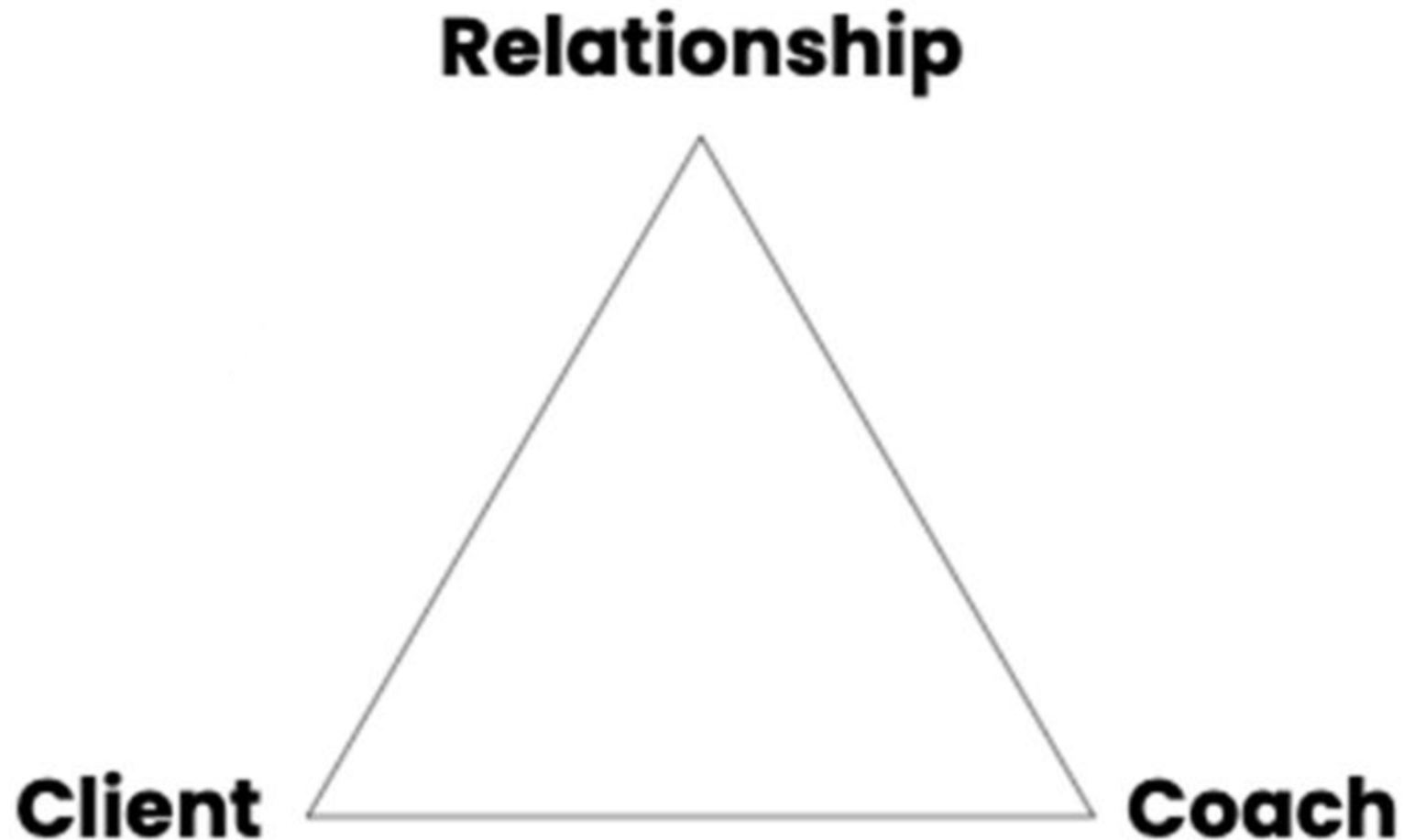
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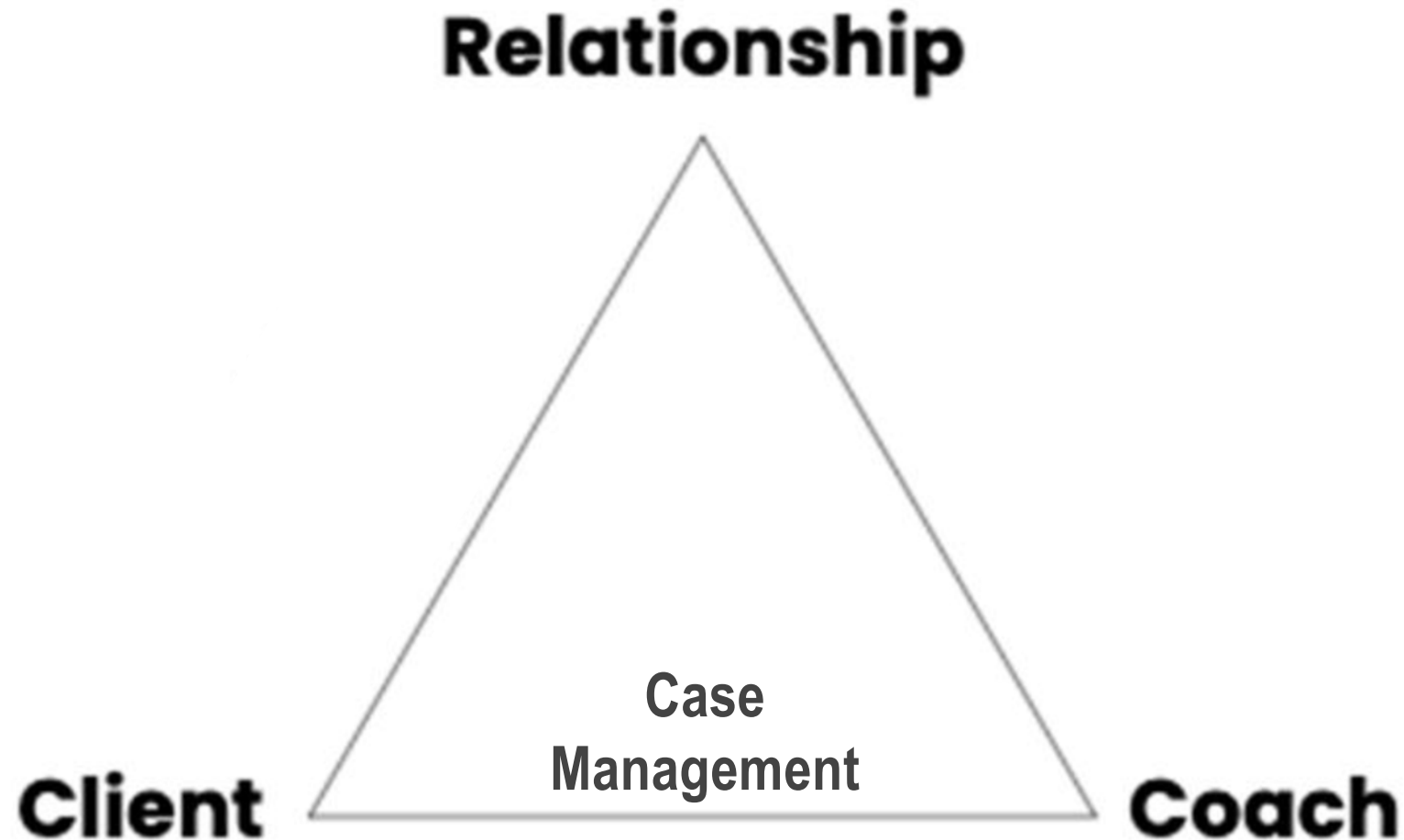
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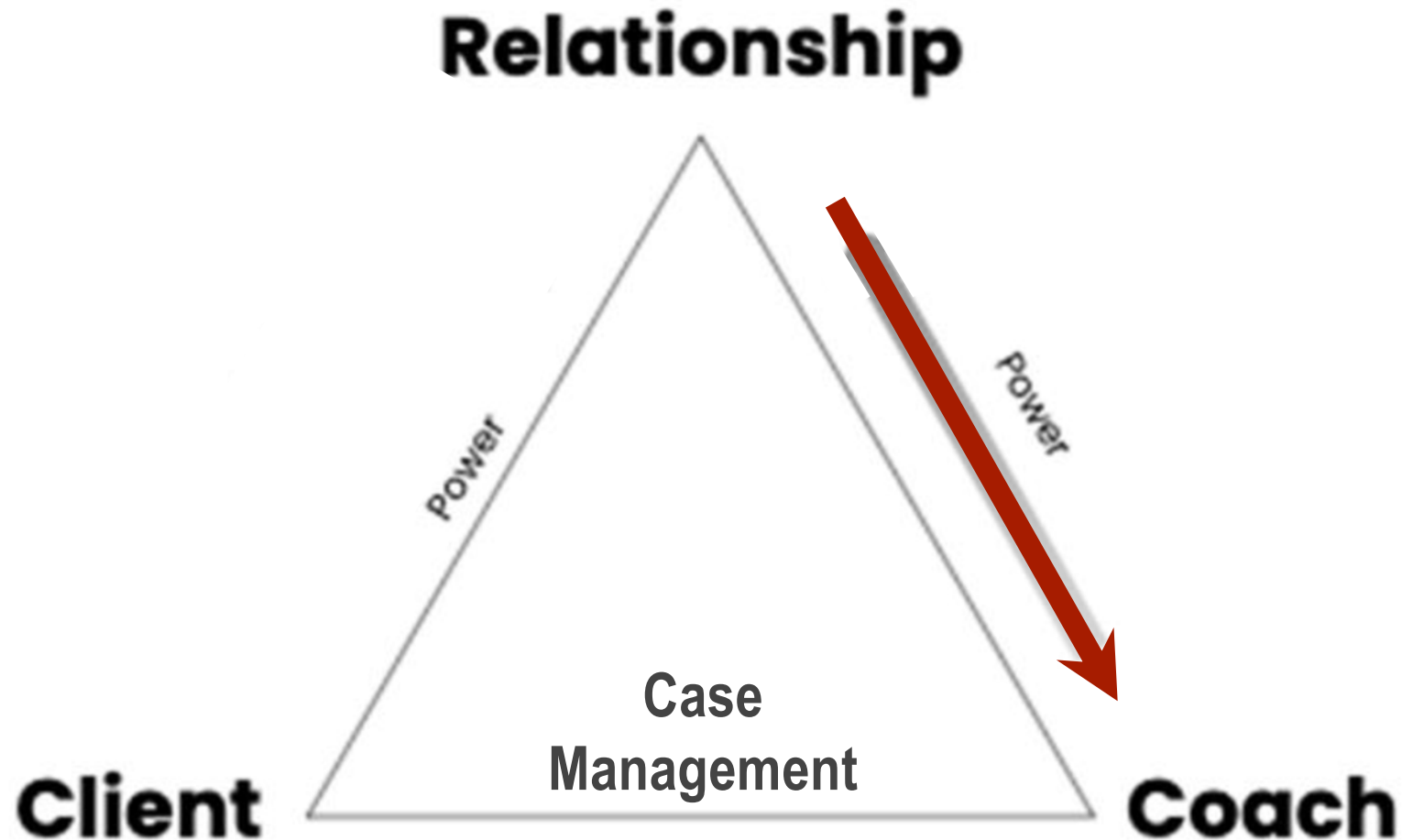
The Relationship Triangle



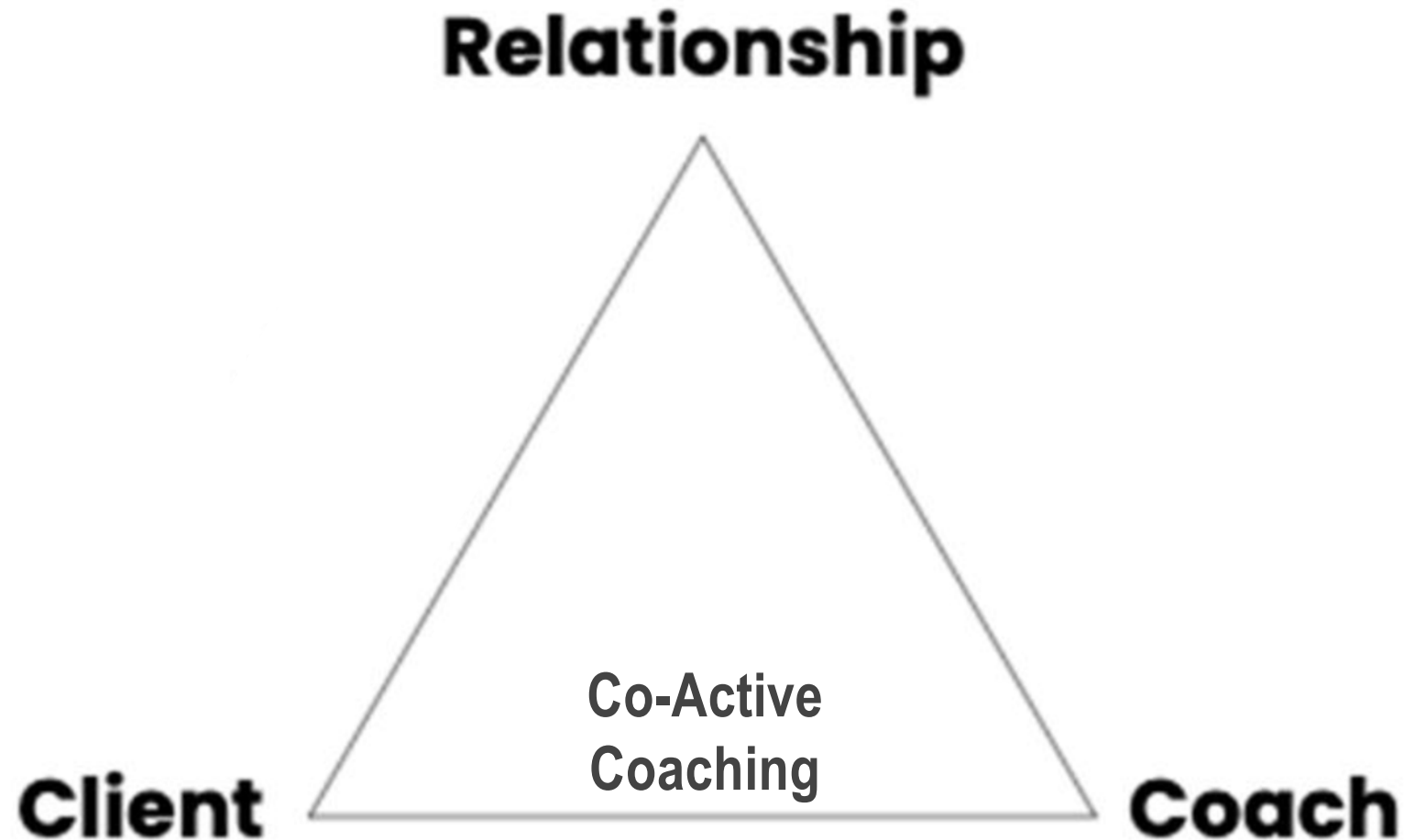
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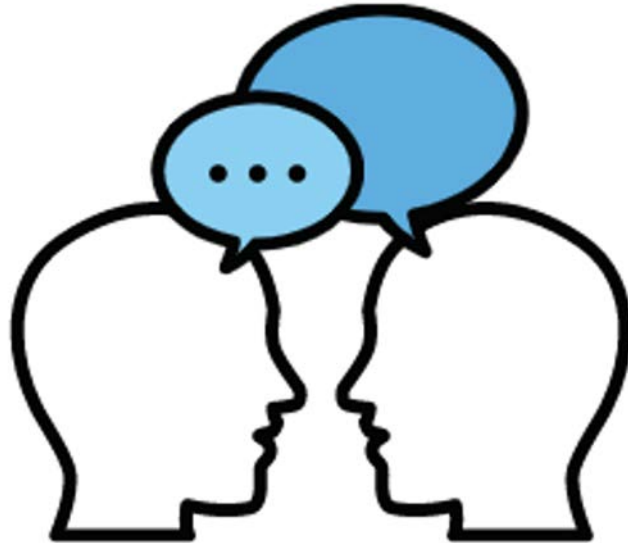
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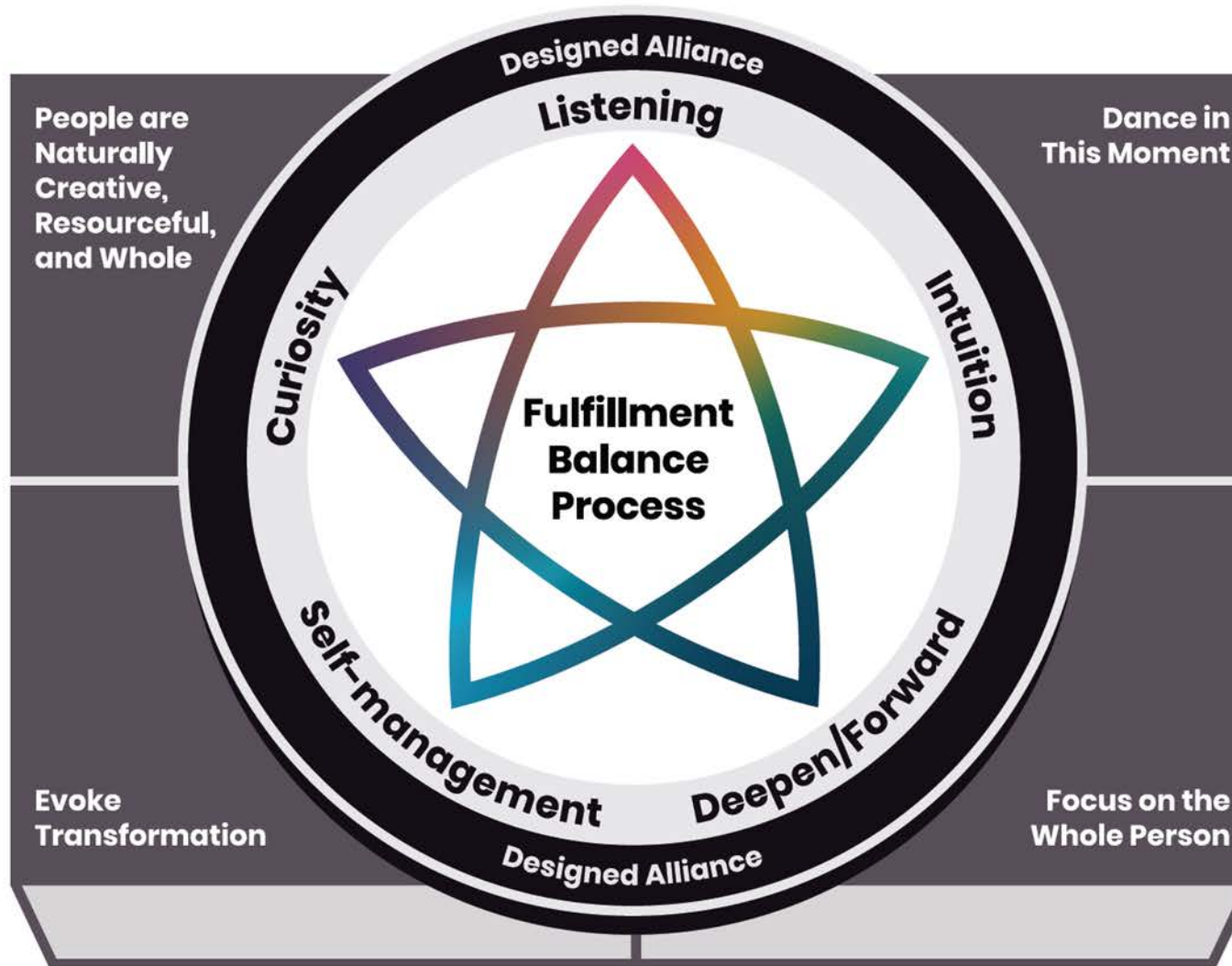
Case Management vs. Co-Active Coaching



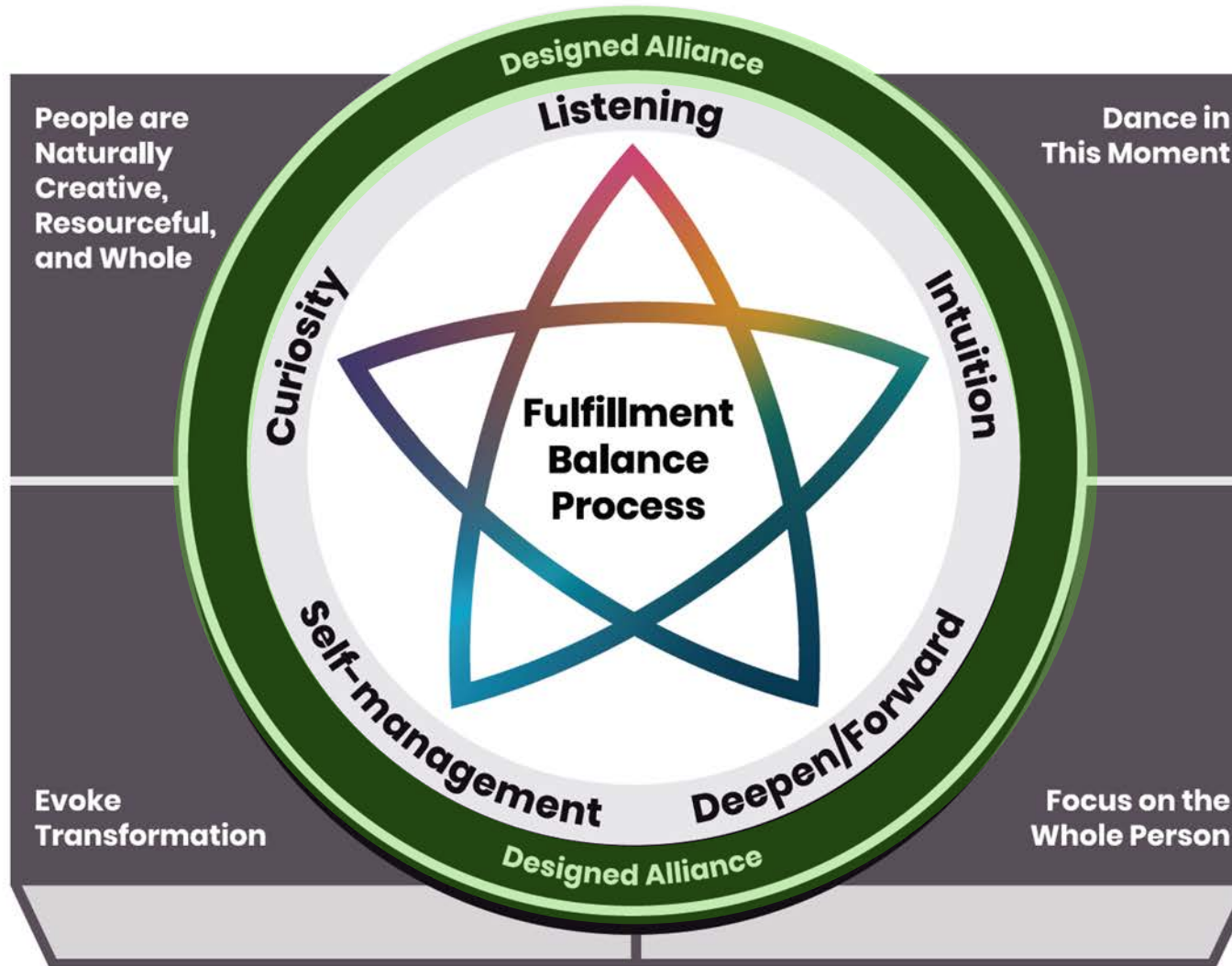
Where do we spend most of our time with our clients?

- Case Management
- Co-Active Coaching

The Co-Active Model

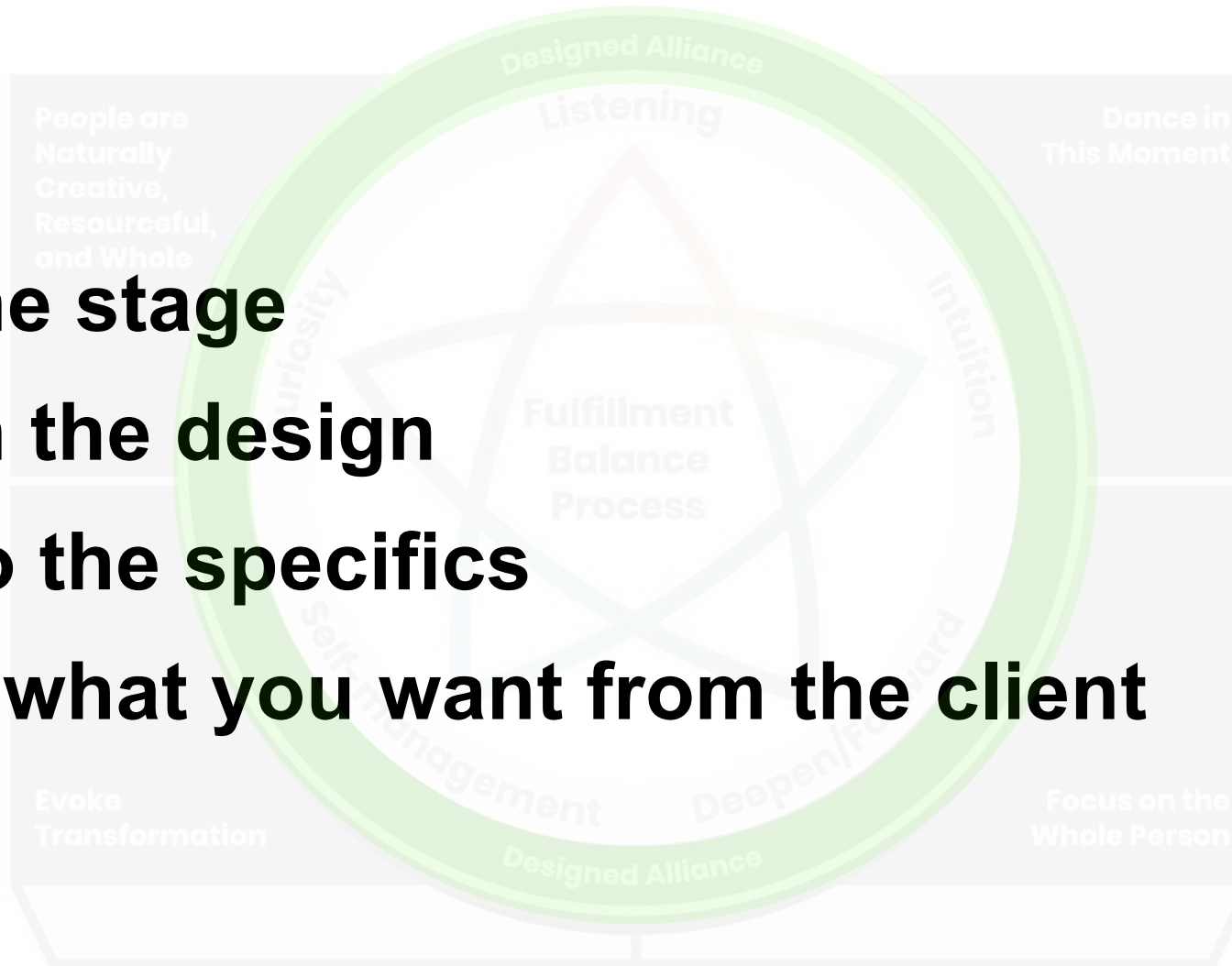


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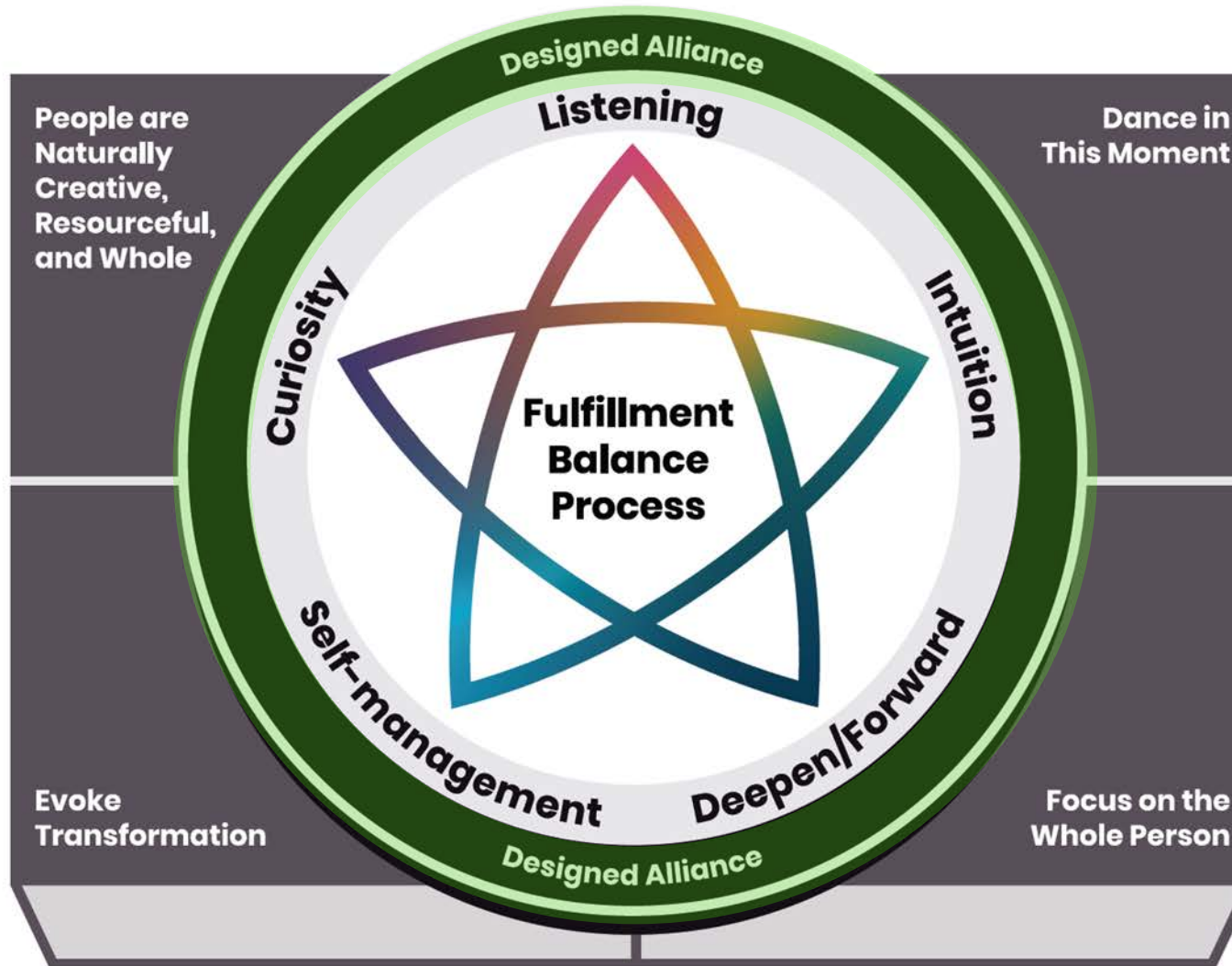


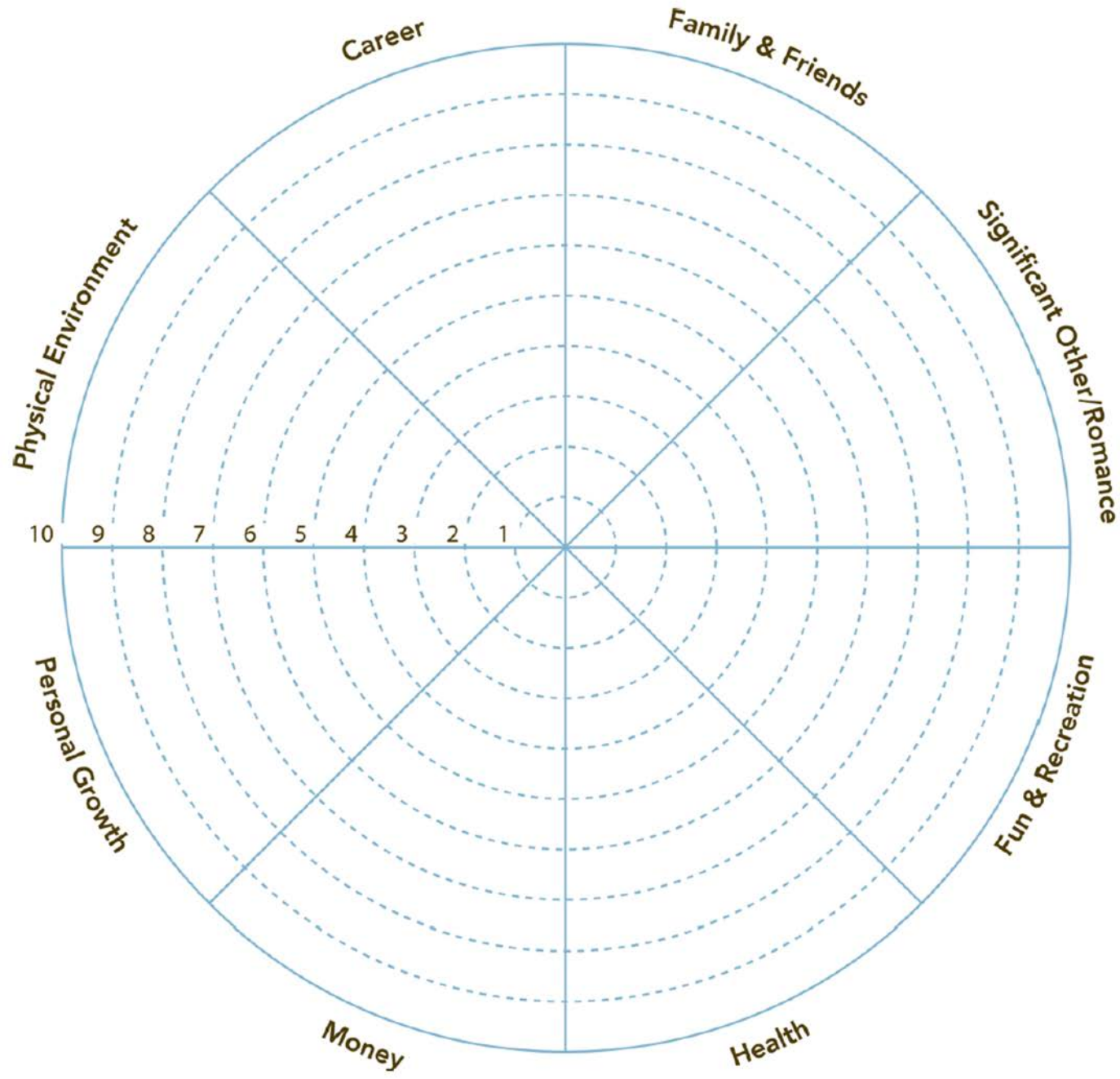
Designed Alliance

- **Set the stage**
- **Begin the design**
- **Get to the specifics**
- **State what you want from the client**

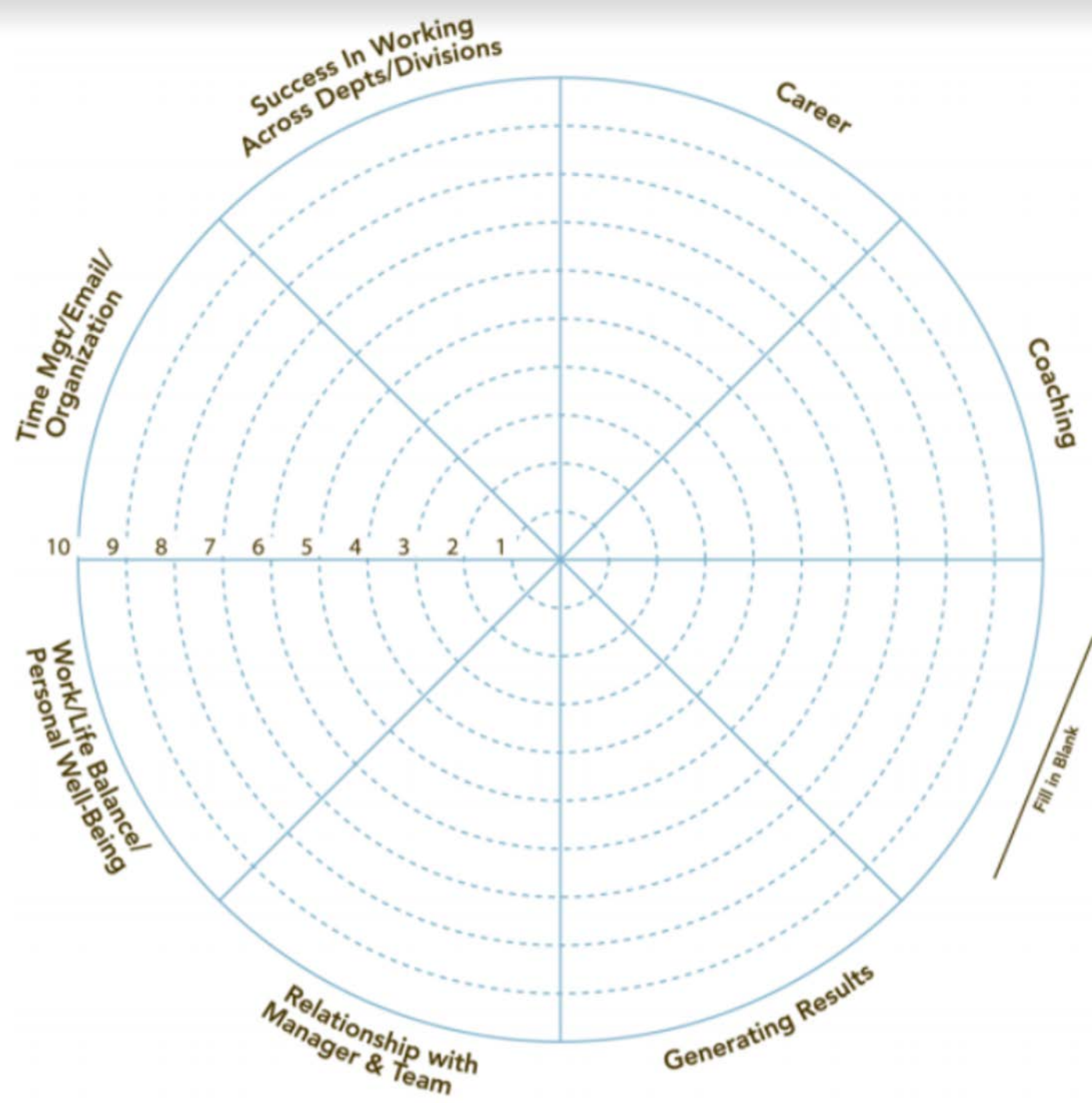


The Co-Active Model





The Wheel of Life



Skill	Definition
Accountability	Accountability is the client being responsible for following through on their agreements or commitments. The coach may help the client to hold themselves accountable and asks them to account for the results of their intended actions to themselves, to another support in their lives, or on occasion, to the coach. Accountability is completely free of blame or judgement.
Acknowledgment	Acknowledgment addresses the self and who the client had to be in order to accomplish an action they took or an awareness they achieved. Acknowledgment addresses the qualities that the coach witnesses in the client. Acknowledgment has the client feel seen and known. Example: 'As you stay in this challenging conversation, your commitment is so clear and strong'.
Articulating What's Going On	Speaking what you see, hear, experience, or sense is happening in the moment as you listen at Levels 2 and 3. Sometimes it is powerful to simply repeat a client's words back to them so they can really hear themselves.
Asking Permission	The coach asks the client to empower the coaching relationship by granting access to unusually intimate or uncomfortable areas of focus.
Blurting (Intuition)	The coach accesses their 'inner knowing' and blurts it to the client in the moment, offering it without attachment.
Bottom-lining	Brevity and succinctness for both coach and client to get to the essence of the communication.
Challenging	A clear, concise, bold, and outrageous request intended to stretch a client beyond their comfort-zone of self-imposed limits. Challenges shake up the way clients see themselves. As with a request, responses may be 'yes', 'no', or a counteroffer. With a challenge, the counteroffer is often greater than the client's original intention.
Championing	Sincerely encouraging and standing up for the client, especially when they doubt or question their abilities.

Skill	Definition
Hold the Client's Agenda	The coach lets go of their own opinions, judgements, and possible solutions, allowing clients to access their own wisdom, creativity, and resourcefulness.
Holding the Focus	Based on the client's agenda, the coach helps the client stay on track and true to their chosen course of action, redirecting them as needed to their desired vision, outcomes, and life choices.
Inquiry	A simple, concise powerful question to be considered over a period of time, intended to deepen the client's learning and provoke further reflection.
Intrude	On occasion, for the sake of the client's agenda the coach will interrupt a client who is going on and on, telling old stories, fooling themselves, or losing connection with what they truly want.
Metaphor	Using imagery from either client or coach. Illustrating a point by painting a verbal picture.
Meta-view	A 'big picture', expanded perspective.
Powerful Questions	Concise open-ended questions, usually beginning with the word 'what' or 'how' that evoke thought, clarity, discovery, or insight. Powerful questions deepen a client's learning and/or move them to action.
Reframing	Reframing involves providing a client with another perspective.
Requesting	Requests are designed to move a client forward consistent with their agenda. Requests include specific actions, conditions of satisfaction, and a date or time by which the action will be taken. A request usually begins with the words, 'Will you...' Possible responses are 'yes', 'no', or a counteroffer.
Take Charge	The coach chooses and directs the path (not the outcome) of the coaching in service of the client's agenda.

Powerful Questions

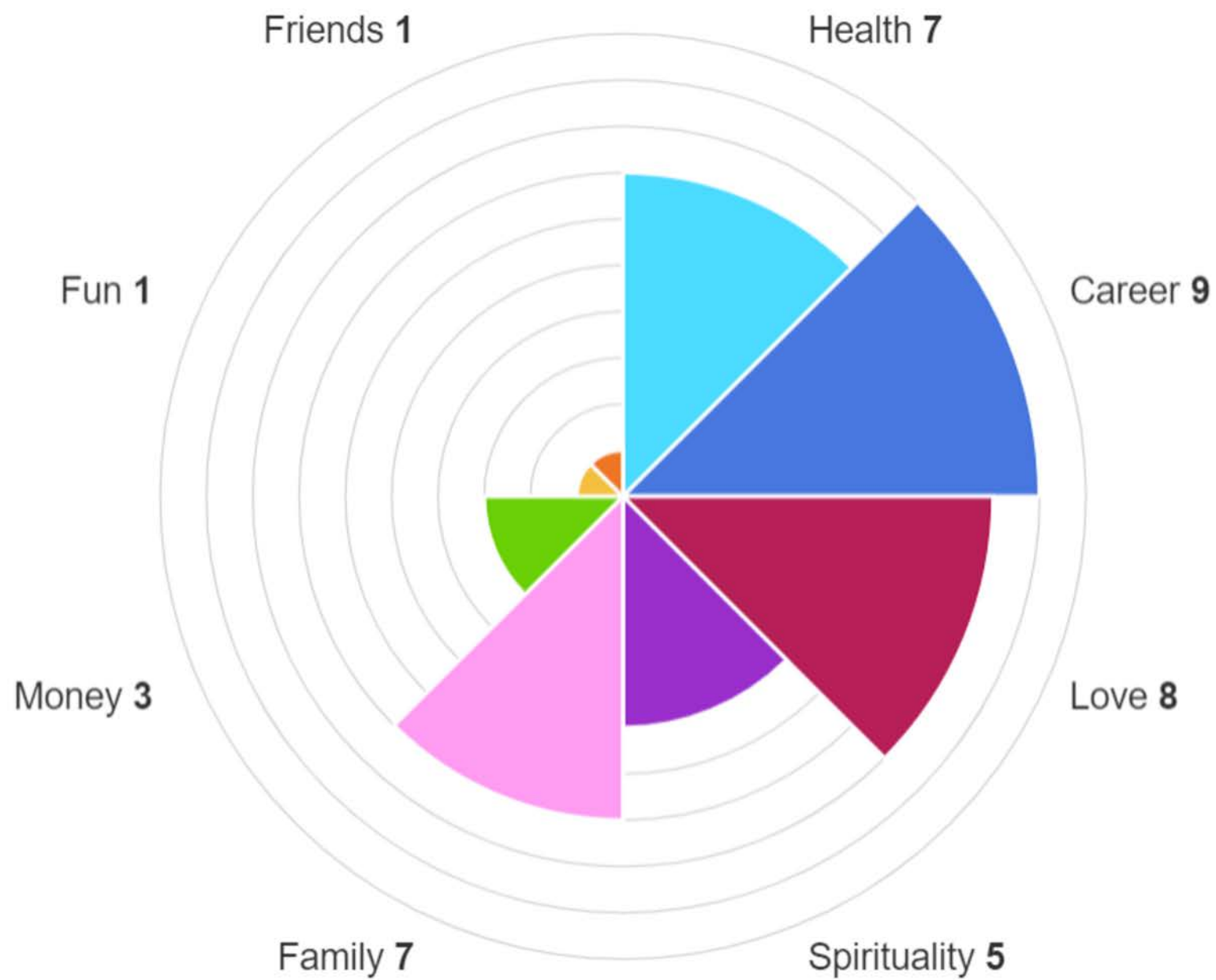
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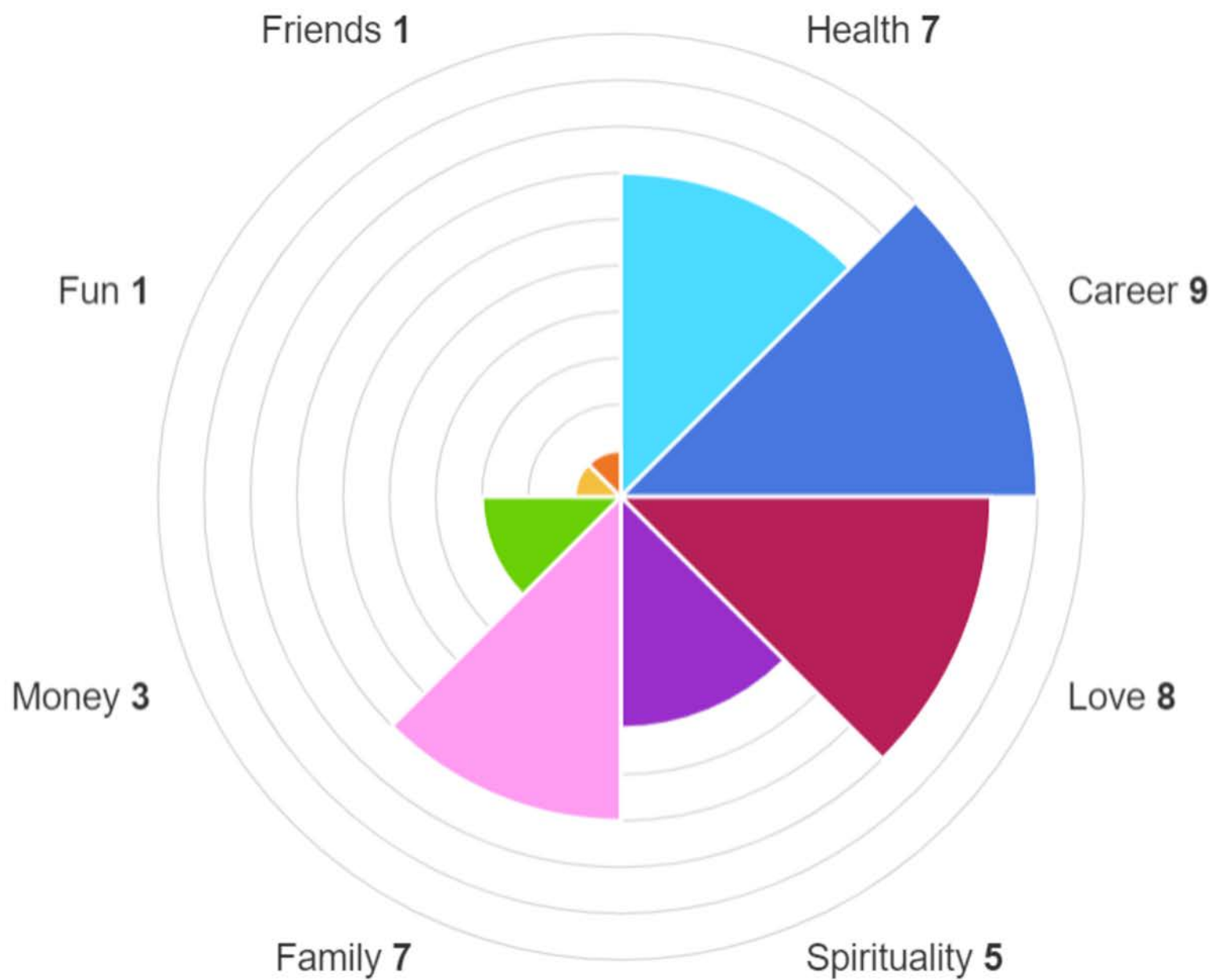


Five Powerful Questions

1. What do you truly want?
2. What about this is important to you?
3. What will you do and when will you do it?
4. What else?
5. What's next?







“What...?”

“How...?”



Three Levels of Listening

In our fast-paced world, our listening can often be cursory, even with our best intentions. Coaching requires skillful, attentive, and deep listening. How we listen to our clients will make all the difference. The Co-Active Model describes listening at three different levels:

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Level 1

Internal listening,
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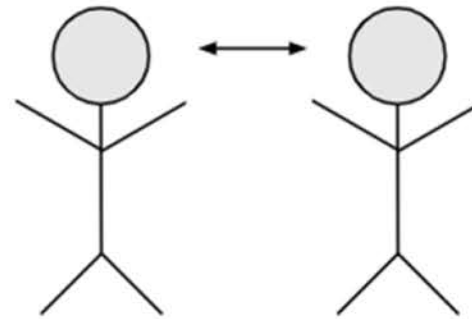
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Level 1

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Level 2

Intensely listening to other, where your attention is pointed, with laser-like focus, on the person you are listening to.

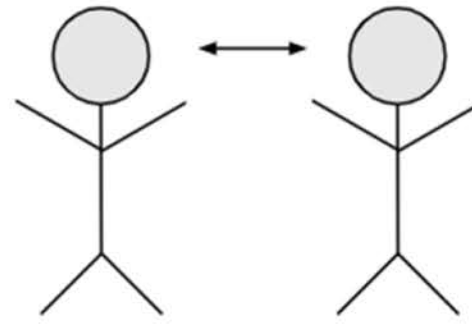
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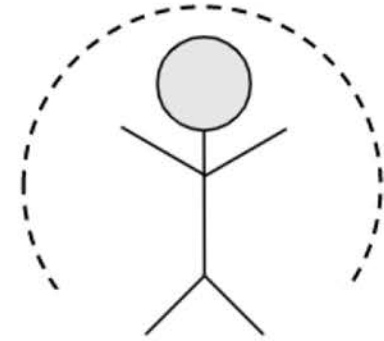
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Level 3

Global listening, which has a soft, receptive focus that encompasses everything around you, includes all your senses and your environment as well

Some Resources for Career Navigators



The IndyRent Assistance Portal is accepting applications. Find more info here: <https://indyrent.org/>



Spotlighting Adult Education in Marion County! [Check out this video.](#)

Reminders/Wrap-Up



Sign-up for the [Learning Hub and Resource Library](#) to get access to new courses and helpful documents. New courses and materials added regularly!



Our next Ecosystem Enrichment session is on May 27th. [Register here.](#)



Send feedback about previous sessions (what you liked/did not like) and what you would like to learn more about (community organizations, programming, workforce competencies) to kwolf@tpma-inc.com