

COACHING INFORMATION SHEET

Thank you for your interest in coaching with Sarah Tite Coaching Ltd and the experienced coaching team.

This short overview contains key information and should answer some of your questions about coaching, what to expect and how to prepare for your free coaching taster session, as well as wider benefits for individuals and organisations of investing in coaching.

WHAT IS COACHING?

- Coaching provides a confidential, open, non-judgmental space to talk, think, reflect and explore with the coach using questions and techniques to help deepen your thinking or think differently.
- Coaching usually follows a predictable process or structured conversation with a focus on a current situation and future goal rather than on the past.
- Coaching assumes that the person being coached has the potential to resolve what they are working on and as such largely consists of the coach using open questions, coaching techniques and exercises, actively listening and reflecting back what they have heard as opposed to offering advice or solutions.

HOW IS THAT DIFFERENT FROM MENTORING OR COUNSELLING?

- Mentors share their professional experience and offer advice, often over long periods of time. Whilst they may use some coaching techniques the conversation tends to be largely unstructured and will involve the mentor sharing solutions.
- Counselling tends to be more about resolving the impact of past experiences and may seek to understand the root of longer-term problems. Whilst counsellors will often follow more structured models and ask open questions they will, by the nature of the subject area, work with more sensitive topics which fall out of the boundaries of coaching.

WHAT TO EXPECT AND HOW TO PREPARE FOR YOUR 30 MINUTE FREE COACHING TASTER SESSION.

- Consider what do you want to discuss, what you think of today maybe different when you arrive and that is ok. You may want to think about what your greatest challenges are right now, a thought or feeling that just does not seem to go away or a problem you are having at work, with a colleague or friend right now that it would help to talk through.
- Consider if you want to find out if coaching would benefit a member of your team, or if offering your staff the opportunity to have coaching would be a cost effective and impactful part of your training, learning and development programme.
- Think about what your intentions are from the session as this will help you ensure get what you want. You may want to write these down so you can reflect on if these were achieved, and what action would help you move forward with these.

- Each session is 30 minutes so your coach may bring your discussion to a close before you feel ready to stop. That is ok, this is a taster to what is possible so hopefully this has opened your mind to its potential, and you will have the opportunity to discuss ongoing support with your coach.

WHAT ARE THE POTENTIAL BENEFITS AND OUTCOMES?

Coaching can help individuals with:

- Developing professional and personal goals and developing a plan/strategy for achieving these
- Exploring your leadership and management approach and style
- Building confidence, self-belief and self-awareness
- Managing professional relationships
- Energy management and wellbeing, responding to overwhelm
- Managing change and influencing others
- Returning to work well

Coaching can support charity partners to develop:

- More resilient, better able to deal with change and conflict
- Have improved communication skills and decision-making
- Taking feedback better with a mindset for learning and acting
- Creating happier workplaces where people thrive, so perform at their best

The benefits of coaching are many, from impact on an individual's wellbeing to the ripple effect this has across teams and organisations. Research has shown that 80% of people who receive coaching report increased self-confidence, and over 70% benefit from improved work performance, relationships, and more effective communication skills. **86% of organisations report that they recouped their investment on coaching and more.** (ICF)

If you have any questions please contact your chosen coach or where needed direct to talk@sarahtitecoaching.com