

Expert Model Versus Coaching Model

Experts / Healthcare Professionals Counselors / Instructors	Coaching Model
<i>Focus</i>	
Expert / Problem Focused	Client / Strengths Focused
Pain, Relieve Symptoms Fix problems / Give answers	Fulfill Intentions, Attain Goals, Client discovers own answers
Restore functioning, Adjustment	Create Personal Fulfillment & Well-being
History, Past, Looking back	Present, Future, Moving Forward
“Why?”	“What?” & “How?”
Person wants to move away from pain focuses on what they do not want	Person wants to move toward goals, focuses on what they do want
Expert, Medical, Clinical Model	Educational, Developmental Model
Issues, Problems, Labeling Diagnosing	Desirable Goals, Life Transitions, Self Efficacy, Personal Growth
Paradigm of Problem, Lack, Pathology	Paradigm of Possibility, Capacity Building
<i>Relationship / Responsibility</i>	
Expert-based, Client as patient Expert is responsible for direction, solutions, outcomes.	Collaborative, Partnership Coach is responsible for facilitating the coaching process. Client is responsible for action & results.
<i>Style</i>	
Limited (if any) personal disclosure	Appropriate personal disclosure okay as an aid to learning
<i>Context</i>	
Clinical Anxiety, Depression, Trauma, Addiction, Compulsions Emotional Issues, Healing Of Emotional Damage, Neuroses, Psychoses, Crisis or Need of Medical Care or Medical intervention	Healthy, Balanced Lifestyle, Wellness Mind-Body-Spirit Wellbeing Stress Reduction, Self-Care, Weight Loss, Smoking Cessation, Improving Communication and Relationships, Finances, Parenting. Life and Work Transitions, Worksite Wellness

Adapted from Dr. Patrick Williams, MCC, Institute of Life Coaching

Definition of Coaching

***One's own self is well hidden from one's own self:
Of all the mines of treasure, ones own is the last to be dug up"***
- Friedrich Nietzsche

What is Coaching?

Coaching is a powerful partnership in which trained coaches help people design their future. Coaches aid clients in creating visions and goals for *all* aspects of their lives and multiple strategies to support the achievement of those goals. The client is responsible for their actions and choices.

The power of coaching is that it amplifies strengths; accelerates learning and self-discovery; promotes clarity, creativity and choice; builds capacity and positivity. Coaching supports people to achieve and often exceed their goals more quickly and efficiently than they would without the partnership of a coach.

The Role of a Life or Wellness Coach - One of Empowerment

The coach's role is to support the client in clarifying what they want to achieve, experience, create, do or "be" in their lives. Together, they co-create specific, realistic, measureable goals that are then broken down into smaller, achievable, action steps. The process of taking bigger goals and breaking them into smaller, doable steps, prevents overwhelm and paralysis, therefore greatly increases the clients' success.

The coach facilitates an encouraging, collaborative coaching process to design an individualized step-by-step action plan. The coach and client then set up and utilize accountability and support to create forward movement and progress.

Mindset and Approach

Coaching questions are those that help clarify, focus, inform, stir the imagination, open new possibilities, explore inner wisdom and promote accountability. Coaches use reflective listening and also respond to their clients with encouragement, acknowledgment and celebration of their client's inner and outer victories.

A coach does not come from the mindset of being the expert, having the answers, giving advice, fixing, or assessing others. An initial challenge for some professionals who are used to being the expert is "letting go" of that role and simply attending to the coaching process. There will be a temptations to provide answers for others: to fix or make things "right," - having an agenda about what the person should be doing.

Coaches see clients as whole, with nothing wrong, broken, missing, or in need of repair. Coaches recognize their clients' strengths and personal power to discover their own solutions, when they are provided with information, lifestyle skills, resources, coaching support, accountability and unconditional positive regard.

We've also learned that if we stand by our clients by believing in them, they will not only find what they are seeking but will also feel better about themselves because they discovered the answers themselves. This attitude reinforces their self-esteem, confidence, and solution-finding abilities, while also increasing the likelihood that they will follow through on solutions of their own creation.