

KEY ELEMENTS OF COACHING

Coaching must take place in a safe environment characterised by mutual trust and openness towards one another.

Coaching is based on mutual acceptance and focusses on the focus person's goals, issues and developmental needs.

The coach must be able to show compassion and empathy. The coach should be able to see the situation on the part of the focus person.

We each do what makes the most sense for us, which means the coach must acknowledge this with the focus person.

We perceive the world from the image we have of the world, which means the coach must learn to understand the focus person's image of the world.

Whoever has the problem also owns the key to its solution. Therefore, the coach must not offer solutions.

Problems are problems because we perceive them as problems, which means that an important task for the coach is to help the focus person understand how they relate to problems.

Problems arise in relationships between people, which means that the coach must help the focus person to elucidate the different positions and relationships with other people.

Problems are temporary, which is an important point that the coach must help the focus person understand.

The separation between person and problem is a prerequisite for recognising and acting, which is an important point of recognition that the coach must help the focus person to realise.

We do not need to know the cause of a problem to solve or deal with it, which means that the coach focuses on the future and opportunities rather than the past.
