



# Basic Coaching Skills & Ethics

## Fun With Fundamentals

6 2.5 hour sessions • 1-hour bonus recording  
16 ICF CCEU hours total

Learn the fundamentals in a lively and entertaining way. Leverage your existing personal connection skills into talking like a coach.

### Transform Your Mindset

**From:** Practicing skills is a boring necessity for new coaches

**To:** Practicing the basic skills of the coaching craft is valuable and fun at all levels of mastery

Delve into and practice the ten fundamental coaching skills; also known as the core competencies. Your ability to demonstrate all 10 skills at a professional level is the basis of our evaluation process for ICF certification. We will also review common coaching mistakes in an entertaining way and explore the coaching ethics in a lively group dialogue featuring challenging real life situations.

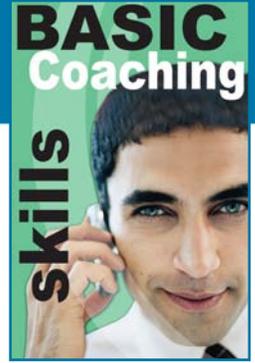
## The 10 Skills

1. Coaching agreement
2. Establishing trust & intimacy
3. Coaching presence
4. Powerful questioning
5. Active listening
6. Direct communication
7. Creating awareness
8. Designing actions
9. Planning & Goal setting
10. Managing progress & accountability

## Themes

1. How to stay clear of ethics issues
2. How to establish your professional agreements including Policies, Procedures and Professional Boundaries
3. Coach distinct from a therapist, a counselor, a consultant or a friend. You are in charge of the players agenda! (huh?... we'll explain)
4. Using the cycle of Powerful Questioning, Active Listening and Direct Communication to Create Awareness
5. How Awareness leads to better Action Plans
6. Common Coaching Mistakes and how to avoid them

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## 3 key Points

### Skills are your foundation for excellence

We will cover each of the 10 Core Coaching Competencies one at a time in a way that makes them easy to use and remember; and demonstrate how each skill naturally leads to the next. To be a master craftsperson you must know and practice the basic skills – over and over again. Using our active learning method, you will learn each skill through observation and practice. This is important because your ability to demonstrate these skills is what will ultimately lead to your certification.

### How to talk like a coach with the Spirit of Play

When you look at the ten core skills, they look pretty... well... basic! They are. The key is how do you MASTER them through continual practice and how do you use them in a coach-like manner. It is VERY easy in a coaching session to fall into conversational patterns that you are familiar with like friend, boss, colleague, parent (or counselor, therapist if you have done these). The Spirit of Play and Play Pattern language set the coaching profession apart from every other profession. When you keep your conversations around playing big and playing better you will never be confused with another type of professional. It is essential for you, your players and our profession that you learn how to apply these skills as a Coach.

**I was most grateful for the coaching mistake – being reactive. Although this class was chocked full of amazing lessons, I really took to heart the lesson of not to be reactive with your client (which will be hard to do) especially when they themselves are emotionally charged. Comments such as “That’s horrible” or “you know what you should do” are the wrong things to do when handling an emotionally charged client. Instead, focus in on helping them, not fixing them and by helping I mean, focusing them back to their goal, while still letting them vent, but bring them back to their game which will help them self soothe themselves.**

**- Amy Magyar**

### The Pursuit of Human Greatness

The key distinction is how you balance support and challenge. To become great you must be challenged out of your comfort zone and then fully supported as you face these challenges. You will learn how to do this using the basic coaching skills.





## a **SOLID** foundation



### How this program will make you a better coach!

1. Mastering the basic skills always makes you better at anything!
2. Your confidence will increase as you learn how to talk like a Coach
3. Knowing the important ethical guidelines will put you at ease
4. Knowing the common mistakes and how to avoid them will allow you to coach full on and recover quickly when things go wrong
5. Setting up your agreements and procedures will give your coaching the professional edge

**MOST INTRIGUING —** I continue to mine value from the dynamic balance between supporting and challenging. **SPECIFIC "WIN"** — I kept this Dynamic Balance clearly in mind in every coaching encounter this week, and looked for the "stretch" piece everywhere, not only for my clients but also for me. It really injected vital intensity and energy into every encounter.

- Jean Davies

I love the concept that coaching is about managing the energy. The idea of staying play- centered certainly lightens the energy. Focusing on "becoming", as a process, naturally pulls our energies forward, rather than pushing. I've been playing all week with this idea: that as we focus more on becoming/mastery (future oriented), this is what can help fuel us. In turn, allowing us to be more fully engaged in the moment (present oriented), which is where all the magic happens.

- Karen Johnson-Taylor