

Coaching Is Not Just For Problems!

28 Sep 2015

Vicki Lamch, Pyramis Solutions.

In essence...

It is surprising how a negative association can get hooked to a concept; what does 'Coaching' bring up for you? Is it that 'constructive criticism' from your manager, your colleagues advice on what you're doing wrong and what you should be doing, or even that disciplinary action you didn't see coming that informs you that you need to improve your performance. If any of those ring a bell, is it fair to say that 'Coaching' is just for 'problems'? We hope not and here's why coaching isn't just for issues.

From the top...

Although coaching is a very effective tool for assisting you through change, it doesn't necessarily mean something is wrong or there is a problem. Coaching is an extremely effective way of helping you and your top performers continue to remain so.

Do explain further...

Coaching is a tool for performance enhancement, it focuses the coachee on attainable objectives, it considers how they might achieve this, it considers the hurdles that are (or could get) in the way and most importantly, it encourages action.

Environmental Benefits

Coaching creates a safe and creative space for ideas while maintaining a clear, focused, objective and measurable outcome, keeping you on track. The relationship is confidential which should reassure you that the space is available to explore unrefined thoughts without receiving external judgement and you can speak freely, giving you time to fully express what you want to work through.

This valuable headspace can be essential for leadership, management and personal performance, acting as a dedicated space for development. It's quiet time for focusing on you, rather than being caught up in the day to day; strategy can start to take shape and the process acts like a stock check on how far you have come, celebrating the successes you have achieved.

Perspective

Coaching can have a standard process; most sessions will end with strong action points for movement forward. The great part of the coaching process is that these actions are often linked to a short term goal which is then a stepping stone towards a long term vision, uniquely by the end of the session, you have linked the short term and long term,

reaffirming that the direction moving forward is the one you want to take and ensuring progress is being taken towards that.



Progression & Growth

Some people may be happy to stay in the 'Satisfactory' performance level, or stay with what they are good at, and that may well be exactly what they want however I would like to challenge that.

Have you ever stayed a little too long somewhere and it starts to become uncomfortable? Has your comfort zone become uncomfortable and you just want out?

The very nature of coaching encourages you to continually seek to head towards a dream, taking action forward, moving closer to your ideal and expanding that comfort zone to include fresh, exciting and new things.

Of course there are times when stability is nice; the comfort zone is exactly that, to comfort you after a period of change, such things could be a move to a new country, a new job, new career, new training course, or new family member. Keeping some comforting consistency is good for recovery in times when you are stretching yourself.

It is the process of staying there too long which can seriously impede your performance; complacency, lack of staying up to date with technology, being disconnected from people or systems are often symptoms of staying in that comfort zone too long where your standstill actually means your falling behind.

In conclusion...

Coaching is a great tool for dealing with problems and issues you'd like to change, however it does not mean coaching by default means there is something wrong, with you or your performance, you're not broken and need fixing.

Coaching is a powerful tool that many high performers naturally (or with a little help) tap into to continually grow and respond to their ever changing environment and they ensure that the actions they take are heading in the direction towards what they want to achieve. Coaches are there to help you achieve results maybe a little quicker than if you were to go it alone.

If you would like to know more or to discuss any of the above content, the author would love to hear from you, please contact them on vicki.lamch@pyramissolutions.co.uk.

Who do you know that would benefit from reading this article or speaking to us at Pyramis Solutions; please do share this information and our contact details.