

Core Coaching Skills



Skill	NOTES
2) Establishing the Coaching Agreement	Ability to understand what is required in the specific coaching interaction and to come to agreement with the client
3) Establishing Trust and Intimacy with the Client	Ability to create a safe, supportive environment that produces ongoing mutual respect and trust
4) Coaching Presence	Ability to be fully conscious and create spontaneous relationship with the client, employing a style that is open, flexible and confident
5) Active Listening	Ability to focus completely on what the client is saying and is not saying, to understand the meaning of what is said and to support client self-expression
6) Powerful Questioning	Ability to ask questions that reveal the information needed for maximum benefit to the coaching relationship and the client
7) Direct Communication	Ability to communicate effectively during coaching sessions, and to use language that has the greatest positive impact on the client
8) Creating Awareness	Ability to integrate and accurately evaluate multiple sources of information, and to make interpretations that help the client to gain awareness and achieve agreed-upon results
9) Designing Actions	Ability to create with the client opportunities for ongoing learning, and for taking new actions that will most effectively lead to agreed-upon coaching results
10) Planning and Goal Setting	Ability to develop and maintain an effective coaching plan with the client
11) Managing Progress and Accountability	Ability to hold attention on what is important for the client, and to leave responsibility with the client to take action