**Key determinants of coaching**

**Coach's approach:**

* belief in one´s potential - we assume that every person has the potential to grow (C. G. Rogers) - and if s/he wants to, s/he can fulfil it (to some extent - due to time). The coach's task is to help the coachee realize what s/he wants and how s/he wants to achieve it (s/he helps to reflect). Potential = any unfulfilled option.
* symmetric relationship
* respecting individuality

**Coach's way of working:**

* non-directive (the coach does not determine how the potential should be handled – s/he does not put any of her/his content into the interview - topic, goal, opinion, idea, advice…)
* process-oriented (the coach is empathetic, respectful, but disowns the understanding coachee´s position - the coach is “with” the client, not “in” the client)
* future-oriented, solution-oriented and action-oriented
* nonevaluative (the coach only appreciates the trust placed in her/him, helps the client to discover her/his own motivation, etc.)
* discreet (the content of the interview remains completely between the coach and the coachee)

**The conditions for the work of the coach**(it impossible without those):

* free will of the coachee
* rapport (relationship based on trust)

**Key determinants of coaching**

**Coach's approach:**

* belief in one´s potential - we assume that every person has the potential to grow (C. G. Rogers) - and if s/he wants to, s/he can fulfil it (to some extent - due to time). The coach's task is to help the coachee realize what s/he wants and how s/he wants to achieve it (s/he helps to reflect). Potential = any unfulfilled option.
* symmetric relationship
* respecting individuality

**Coach's way of working:**

* non-directive (the coach does not determine how the potential should be handled – s/he does not put any of her/his content into the interview - topic, goal, opinion, idea, advice…)
* process-oriented (the coach is empathetic, respectful, but disowns the understanding coachee´s position - the coach is “with” the client, not “in” the client)
* future-oriented, solution-oriented and action-oriented
* nonevaluative (the coach only appreciates the trust placed in her/him, helps the client to discover her/his own motivation, etc.)
* discreet (the content of the interview remains completely between the coach and the coachee)

**The conditions for the work of the coach**(it impossible without those):

* free will of the coachee
* rapport (relationship based on trust)