

## 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)

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