

Christian Coaching

Chapter 19

- 1) Summarize the dreamers journey.

The dreamers journey reveal patterns that is repeated throughout the Bible whenever God's people reach for their dream and attempt great things for him. In almost every instance they become aware of a personal dream or calling and then decide to pursue it, they face fear as they leave a place of comfort, they encounter opposition from those around them, they endure a season of difficulty that tests their faith, they learn the importance of surrender and consecration to God, they fight the giants that stand between them and the fulfillment of their dream, and they reach their full potential as they achieve their dream and bring honor to God. Each stage of the journey is intended not to block our dream but to help us break through to the fulfillment of God promises.

- 2) What question does every coach need to ask and answer?
What gives me the right or the credibility to coach others?

- 3) Discuss the six sources of credibility.

Reputation

Position

Expertise

Training and Credentials

Relationship

Experience

- 4) How can a niche help in coaching? List some sample coaching niches
Niche helps in coaching because it allows the coach to work in areas in which you have special competence, interest, and personal experience. Samples of coaching includes business coaching, career coaching, church coaching, corporate coaching, executive coaching, leadership coaching, life coaching marriage coaching, parent coaching, relationship coaching, transitional, coaching boards, coaching managers, coaching new coaches, coaching small-group leaders, and coaching writers.
- 5) List the six examples of behavior that is not legally wrong but that most coaches would consider to be unethical:
A coach makes statements about his or her training, credentials, or qualifications that are untrue and misleading.
A researcher publishes reports of coaching effectiveness that are biased and not based on solid scientific procedures.
In a public lecture (or a discussion with a friend over coffee), a coach shares personal information about a coaching client.
A coach shares inaccurate or unsubstantiated information with a client, presenting this information as factual.
A coach exploits a coaching relationship for his or her personal, financial, or other advantage.
A coach uses methods that are of questionable validity, based on the coach's bias or opinion and not on research or established coaching procedures.
- 6) List the Christian coaches network code of ethics
I hold myself accountable to the highest level of integrity, honoring Jesus Christ individually and corporately, in all my associations with clients and colleagues.
I will maintain complete confidentiality with my clients, within the confines of the law.
I will be clear with my clients about the nature of the coaching relationship, including structure, fees, refunds, expectations and guarantees.

I will never give a client's name to anyone, for any purpose, without express permission.

I will give credit where credit is due for materials supplied by other sources, respecting copyrights, trademarks and intellectual property.

I will judiciously avoid conflicts of interest. If any should arise, I shall, without delay, inform concerned parties of my position.

I will represent myself honestly and clearly to my clients and coach only within my areas of expertise.

I will actively pursue well-being, wholeness, and continual learning in my own life.

I will refer a client to another coach if I am not within my area of expertise or comfort so the client gets the best possible coaching.

I will honor my Christian values in my professional conduct, placing neither blame nor blemish on the name of Christ or the coaching profession.

- 7) What does Judy Santos suggest in addition to possessing the qualities of an effective coach, is needed to build a successful coaching business?

Basic knowledge and understanding of business

The ability to create a realistic business plan

Sufficient cash reserves for start-up to sustain the business through financial ups and downs, especially at the beginning

An ability to tend to book-keeping, taxes, and administrative functions relating to business

An ability to work alone and manage time well

The skill, knowledge, and discipline to market the business effectively, including the development and utilization of a solid marketing plan

Reasonable comfort with the internet and basic computer programs

Competence in coaching skills

Credibility that comes from recognized coach-specific training, from certification or from other sources

Determination to keep going when obstacles get in the way of progress

8) Discuss bullies, buddies, and busters.

Bullies oppose you by coming with four messages. One from the alarmists to tell you about the risks and say that it isn't safe to move forward. The traditionalists cling to old routines and say that what you want to do is "not the way to do it". The defeatist claim that your goals will never be met. The antagonist try to use intimidation and authority to stop your progress.

Buddies are different, they care about you. Often they affirm and support you even if they don't take a lot of overt action to help you.

Busters believe in what you are seeking to do. They are cheerleaders, but they are more. They help in any way they can. They believe in you. They help you make the right things happen. They believe that progress and success are possible even when you doubt your own potential and abilities.

Chapter 20

1) CCL training and coaching build around a process that has three major task: assessment, challenge, and support – discuss these task

Assessment is to get the clearest possible picture of the person being coached, including some measure of his or her performance and knowledge about where the person lives and works.

Challenge involves asking tough questions but includes summarizing what the client has communicated, dealing with resistance, confronting assumptions, and clarifying goals.

Support is giving encouragement, feedback, accountability, and sometimes the coach's presence as the client makes choices and goes through change.

- 2) Discuss the cultural differences that impact coaching

Individual/Autonomous – Group/Collectivistic – Individualism characterizes societies in which people are expected to look after and assert themselves. Collectivist societies emphasize group and family loyalty, harmony between people, and group cohesion.

Egalitarian – Hierarchical – In egalitarian cultures, everyone is considered equal. Titles, academic degrees, status, and positions of authority are accepted but minimized. In hierarchical societies, there is a greater value placed on a person's status, position, title, role, and power.

Traditional – Nontraditional – Traditional societies are oriented toward the past and the present. They place importance on preserving the traditions, maintaining the status quo. Nontraditional groups there is greater openness the change within one's own culture, there may be differences between people who are older and more set in their traditional ways.

Expressive – Reserved – Expressive cultures it is more acceptable to openly show emotions such as sorrow, excitement, joy, and rage. Reserved cultures is more acceptable to keep one's emotions and attitudes hidden.

- 3) What are the four core guidelines to working across cultures?

Self-awareness, cultural awareness, A learning perspective, and A servant mentality.

4) How does Steve Ogne see young, postmodern leaders view vision?
Postmodern leaders see vision and vision casting as manipulative and presumptive. They are much more attracted to authentic values that are both articulated and practiced by the leader.

5) What are the general characteristics that coaches are likely to discover in their cross-cultural coaching with next-generation, postmodern leaders?

Values and experiences are more important than vision casting and reaching goals.

Images and stories are more valued than words and facts.

Building community may be more important than building individual success.

Active participation and ownership are preferred over passive submission to authority and professional expertise

Spirituality is valued, religion is not

6) What does William Terry-Brittian say about coaching the postmodern leader?

Coaching a postmodern leader is an endeavor like that of a missionary heading for the Congo: First you must learn the language, the beliefs, the understandings, and the customs.

7) What is a coaching culture according to Sharon Ting?

A coaching culture is one in which a variety of leaders and managers in many functions throughout the organization apply coaching skills and attitudes daily, and they use these skills not only to develop people but also to manage people.