Coaching is the art of guiding individuals through life's transitions and challenges by moving them from the place where they are psychologically, to the where they desire to be. The main objective of an effective coach is to help the coached uncover a desired goal, by listening to the needs of the individual then gently nudging them in the right direction toward the desired goal.

According to Collins, *Christian Coaching, "A core concept of coaches, including Christian coaches, is that people adhere to decisions and move forward effectively by reaching their own conclusions as opposed to when they are given advice or told what to do."* Allowing individuals to find their own solutions while providing clear direction and guidance to help the individual move beyond their limitations is a core concept of coaching. Asking the client empowering questions helps to gain insight and moves the individual in the direction of change.

Coaching is done best when it is relational. To help others grow, coaches must build trusting relationships with their clients. Because of the partnership between coach and client, it is important to listen and engage respectfully, without judgement. Providing feedback is an essential part of coaching, therefore it is important that the coach provides neutral, unbiased feedback with respect for boundaries.

Coaching is motivating. Maintaining a positive environment is an important part of coaching. Optimism enables individuals being coached to envision possibilities, create missions and set goals with action items. Helping individuals assess their strengths and special abilities, is an important part of motivating clients to take action.

To achieve coaching success, a leader must have personal core values that they always adhere to. A coach should have confidence in his or her abilities and be completely committed to the task as well as the individual being coached. Being relatable, asking good questions and avoiding judgement are also necessary attributes for great coaching.