

Writing Assignment #1- Define Coaching

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Coaching- Coaching is unlocking a person's potential to maximize their performance. It is helping them to learn rather than teaching them. Coaching is about enabling people to explore, examine and understand for themselves, using questions, stories, analogies, feedback by the coach, so that they can learn about themselves in order to change their behaviors, or try new things. Coaching is a form of advanced learning that supports and enable enhanced performance. There are many types of coaching and there are many that have different ideas about what coaching really means.

Coaching deals mostly with where a person is today and seeks to guide them into a more desirable future. Coaching is helping people learn instead of helping them. A lot of times many think that coaching is for people who are in trouble or may be having difficulties. Coaching is for people who are doing well and are ready to go to the next level of development. Coaching can be a huge benefit in a person's development or retention.

Coaching in the workplace can improve the workforce of a company and it can improve the employee's morale's and help achieve organizational goals. Coaching is a positive way to develop employees. Coaching can have many benefits on a company. Coaching in the workplace boost productivity, coaching is cost-efficient, and coaching makes your business stronger.

Coaching involves the belief that a person has the answer to their own problem within themselves. The skill of coaching is asking someone the right questions to help him or her work through their own issues. Coaching is a goal focused approach. The ability to elicit clear, well defined and emotionally engaging goals from coaches is one of the most important skills for a coach to possess. In many aspects of coaching, there are many formal and informal versions of this skill.

On the formal side, a coach needs to know how and when it's the right time to introduce goal setting into the coaching process. On the informal side a coach will somewhat think and ask questions from a goal focused mindset. Many that are coaches feel that asking questions is an expression of their curiosity about life in general and human creativity. Asking questions can do three important things... focus attention, elicit new ideas, and foster commitment. In the end the key is to make sure you had a successful coaching process.

**REFERENCE:**

John Whitmore, *Coaching for Performance*, NB Publishing, 1992

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<https://www.selfleadership.com/what-is-coaching/>

<https://study.com/academy/lesson/coachig-in-the-workplace.html>

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