



HOW TO MAKE THE MOST OF A COACHING RELATIONSHIP

A coaching relationship is like any other relationship. To be effective there must be trust, honesty, mutual respect, and open and clear communication.

Here are some simple tips to help you get the most of your coaching relationship and program.

1. Establish rapport with your coach.

It is critical that you trust your coach. Your coaching relationship will only be effective if you can be honest, open and vulnerable, and you will only do this if you trust and respect the coach you are working with. Don't be bamboozled or awestruck by titles or qualifications. Be open to learning from someone who is not like you, but also be brave enough to discuss what is not working if you are having trouble building rapport. It may take a few sessions to find your chemistry so give it time but if you don't find a connection over time it might be necessary to consider a different coach.

2. Do the work.

Coaches will not fix everything for you – they are not a silver bullet or a solution to all your problems. Think of working with your coach as similar to the way you might work with a personal trainer. The trainer will create a program and provide direction and support, but you are the one who has to get on the treadmill, do the squats and ultimately sweat. No-one got fit by reading a book! Put the work in and the results will come.

3. Be open and curious.

The best way to work with a coach, and to learn in general, is to be open and curious. If you already know all answers, then you don't need a coach. A coach's role is to challenge you to think differently, to push you out of your comfort zone and to help you explore alternatives. If you are not willing to do this, then coaching might not be for you, or at least not yet.

4. Be clear about your objectives.

One of the simplest and most effective coaching methodologies is called G.R.O.W., which stands for Goals, Research, Options and When. Always come prepared with clear goals and objectives to your coaching program, as well as to each individual coaching session. Ask yourself the following questions:

- At the end of this executive coaching program, what will success look like?
- At the end of this coaching session, what will success look like?

Share your goals with your coach and, like all goals, make sure they are S.M.A.R.T. – Specific, Measurable, Achievable, Realistic and Relevant, and Timely.

5. Be vulnerable.

An experienced coach has heard it all and will not judge you. For maximum effectiveness it is important to be vulnerable. Share your feelings, doubts and concerns. Role-play situations if you feel you need more practice, ask for additional support if you need it, and show your coach your weak spots. Without vulnerability you will not achieve the insights or change you are seeking.

If you would like to find out more about coaching or how PeepCoach can assist you, please reach out [here](#).