

## Q. How to be successful as a coach?

### Points to ponder:

**A necessary condition could be to become a credentialed coach by getting the necessary hours, paying ICF fees, paying the mentor coach, doing practice sessions, passing CKA test, sending recording, et al.**

However, to do so one has to meet both necessary conditions as well as sufficient conditions to be successful.

Sufficient condition could be some factors outside your control, luck is a big factor. Need to find your own sufficient conditions which could be within you. Example of someone who was a financial advisor and became a coach by asking his friends to allow him to experiment as a coach. Sufficient is a larger set than necessary conditions.

There is no single recipe for success as a coach

Push the envelope to generate the sufficient conditions.

Do not limit yourself with just the necessary conditions. For a coach, the necessary conditions today are

- Logging in coaching hours
- Completing the 10 mentor coaching hours
- Passing the CKA test
- Enrolling in a coaching school for the necessary hours
- Acquiring a credential.

Simply meeting these necessary conditions is not a recipe for success, quite often it's only the starting point. Secondly everyone else knows about the necessary conditions, so how are you differentiating yourself to be successful?

Generate your sufficient conditions by creating your own luck, your own way of doing things, making people notice you as a coach.

Social media can help you tell your story of who you are as a coach to the audience you want to cater to. Need to constantly communicate what you can do to support them. It could be one of sufficient condition.

It is not an on/off button, it's a process of self-discovery of what you are good at , who are you as a coach.

## **Q. How to motivate a coachee to work on his/her action plan?**

### **Points to ponder:**

Is it the role of coach to motivate the coachee? What is role and responsibility of coach?

Coachee has to do heavy lifting once he has acknowledged the action plan

Coach can build on the self-discovery, trust and values of the coachee

Need to establish accountability in the coachee through periodically repeating the question

Two possible questions could be asked to the coachee: a) what could come in your way to do this? b) what could happen if you don't do this?

There will be exceptions where coachee does not work on action plan. It could result in pressure on coach of what is the value add from coaching.

One must keep in the mind that sometimes coachees hit the wall around 3 months into coaching.

Coaching does not seem to be working for the coachee, there are no breakthroughs, solutions, coaching appears to be simply conversation that's not leading anywhere for the coachee.

As a coach, one needs to recognize this and rather than blaming the coachee or oneself, focus on the process. Acknowledge the situation with the coachee, push back with a laser focus on the key questions, use pause and not skirt around. Ability to hold coach accountable is key and is part of the coach's job. Direct communication helps by cutting out the noise.

Gap between expressed desire and action could be lack of inspiration. Coach could check with coachee what is really important? Do you really want to do it?

It is possible that all actions may not be in the control of coachee and coachee may feel he is a scapegoat. Here we may need to be cautious about not being biased towards our coachee. Possibly a combination of individual and team coaching session can help

Why should everything be in our control? How to cope with living amid uncertainties could be a possible coaching conversation

Coaching is not a magic bullet, needs to be highlighted to all stakeholders. Do not fall into trap of over promising and under delivering

Two kinds of conversations could happen with a coachee. Initially you could be speaking to the title of the coachee and then later talking to the person holding the title. Its part of seeing coachee as they are

As long as something is helping the coachee and you are not violating the rules of ethics there is no need to keep looking behind your shoulder

## **Q. How to make coaching financially rewarding to pursue fulltime?**

### **Point to ponder:**

Need to get full house of coaching hours as per financial needs

Need to put time in the field and take required steps

Need ability to raise rates, say no to those who do not meet your rates

Need to recognize the opportunity cost. If you get busy filling your time you may miss out on high paying opportunities

### **Some Topics to be taken up further in upcoming webinars:**

1. How to make coaching financially viable? What rates to charge?
2. Branding as a coach. How to leverage social media?
3. How LinkedIn can help drive participation from your intended audience?