



Initial Session Introduction & Designing The Alliance

Introduction

- Thank client for showing up.
- Quick check in (How was your day? How are you feeling today? Etc.)
- Ask if s/he has worked with a professional coach before.
- Ask her/him how s/he would describe coaching.
- Describe the professional definition of coaching.
- Explain the differences between coaching, therapy, consulting, and counseling.
- Explain that you two will explore some coaching today and then you two will decide if it's a good fit.
- Tell client that you are trained and abide by the highest guidelines and standards of professional coaching as set forth by the International Coach Federation (ICF), the world's largest association of professional coaches.
- Talk about confidentiality (With the exception of when you're in training or when client reveals potential harm to him/herself or to others.)
- With that said, let client know that it is a safe space that is free of judgment.
- Assure client that you won't ever judge him/her, and also invite him/her not to judge him/herself. Invite client to dream big and to share whatever s/he wants to.
- Invite client that s/he is encouraged to fully express him/herself

Designing the Alliance

- Establish that you two will design an "alliance" in order to get on the same page and for you to design a relationship that will best serve him/her.
- Ask client what s/he would want to get out of coaching
- Ask client where s/he currently is
- Ask client where s/he wants to go and what s/he wants to achieve
- Continue designing the alliance by asking questions such as:
 - o What best motivates you?
 - o What helps you move into action?
 - o What requests do you have from me? (Do you need me to be tough on you? Easy on you? Call you out?)
 - o What do you think I should know about you?
 - o What's working for you so far?

- What's not working so far?
- How will you know that the coaching has been successful?

After the introduction, reconfirm that you two are now on the same page by debriefing what it is s/he wants from coaching. Then, dive into the coaching, usually by using a coaching exercise like the Wheel of Life.