Module 2: Foundational Principles of Coaching

Lesson 4 Teaching 1
The Presuppositions of Professional Coaching (Pt: 2)
Instructions

This journal/workbook is an integral part of your learning experience. Eye to hand coordination, coupled with focused attention and active listening, accelerates and intensifies the learning process. Complete each section, be it text or graphical, and make notes on what you are observing.

This record will provide an invaluable source of reference for you both now and in the future.

The Presuppositions of Professional Coaching (part 2)

- The presuppositions are so essential because they form the bedrock, the core foundations of a model of excellence from which Professional level coaching emerges.

- So what are presuppositions? They are ___________ ___________ that if acted out as if true allow us to get better results for ourselves and when working with other people. So the context is that the presuppositions may not be _____, but by adopting them as if they are, they allow us to get better __________.

- There are 16 presuppositions, and in this second teaching we’ll be covering the first the final 8.

1. Everyone is doing the best they can with the resources they have available
• No matter how you or anyone else is ________, it is being done to the best of the person’s ability given the resources available to them. If people had better resources, they’d behave ____________.

• So in coaching and leadership there isn’t really any reason to remove a specific behaviour, what we are doing is giving people better ________, as soon as they have better resources to achieve their ______________ ___________, they will resort to behave that way.

2. There are no unresourceful people, only unresourceful states.

• It’s a person’s state of ______________ in any given moment that decrees their behaviour and therefore their results. So if a person isn’t getting the results they want in any point in time, it isn’t because they haven’t got the ____________.

• The reason is they are not in a state of awareness to allow them to access those resources. So using coaching techniques we can help participants access the right state to allow them to achieve the results they desire.

3. Everyone has all the resources they need to succeed and to achieve their desired outcomes.

• You’ll find when you ask a person what their goal is they often tend to know what they need to do to achieve it (probably because the goal isn’t big enough).
• Having the resources and knowing what to do isn’t the issue at hand, it’s whether the person is ________ __ or not that really matters. So NLP and professional coaching assumes that a person has all of the necessary resources to achieve their desired outcomes, they are just not currently ________of, or able to tap into, those resources that will allow them to achieve their goals. The point is they already have all they need; they are just not __________ ________ of it.

4. The person with the most __________of behaviours has the greatest __________ on others.

• In physics this is called the law of requisite variety, the most flexible person in any given __________, __________ or __________ __ will always have the most influence on the other people involved and on the relationship as a whole.

5. There is no ________, only __________.

• Whatever we are doing in our lives, we always get a result, not always the one’s we want but we do get a result.

• If an action doesn’t get the result you want, keep amending it with ________of behaviour, and you will always in time get the result you want.
6. Everyone is a ______ of their ______, and therefore results.

- Many people believe they are controlled by their ______. Coaching develops self-awareness, helping participants take control of how they use their ______.

- Everyone is in _____ of their ______, whether they are _____ of it or not, and therefore are __________ the results they want from moment to moment.

7. The __________ of communication is the __________ you get.

- This turns the whole idea of what the vast majority of people believe about communication on its head. It doesn’t matter what you meant to say, it doesn’t matter what you thought you said, the meaning of your communication is the __________ you get back from your communication.

- Responsibility for the communication is _____% with the __________, none is with the __________. That might seem tough to take on board, however, as soon as you give away ___% of your responsibility to the recipient, you give away ____ of your ability to communicate your message.

8. Resistance in a participant is a sign of a lack of __________.

- Whenever you see resistance to your message in the response you are getting from the other person, you then set about building more
_______ until you notice the resistance melting away and the person becoming more willing to accept your message.

Congratulations! You are at the end of the teaching! Take 10 minutes straight away to reflect, evaluate and record your learning points from this lesson.

Notes: