

Coaching Transcript: Establishing and Maintaining the Coaching Agreement **AND** Cultivates Trust & Safety

Duration: Approximately 10 minutes

COACH: Hi [Client's Name], it's wonderful to see you today. Ty for this session. How are you doing?

CLIENT: Hi! I am good. Lots of things happening at work and so I want to discuss is with you freely.

COACH: Sure. Would love to work with you. If you don't mind, before we start, can we take a few seconds to gently breathe, and allow ourselves to be fully present with each other. Hmm.. (takes 10 seconds to breathe) ...Ok... Are you ready to start ..

CLIENT: YES YES...

COACH: OK, the, tell me what's on your mind?

CLIENT: I've been a bit all over the place this last 2 weeks. , to be honest. I kept thinking about calling you and am glad you were free to talk today. I haven't spoken freely to anyone, even my wife about this. Because, I don't want her to know of my dilemma. She tends to worry a lot. And this news may disturb her too.

COACH: Ohhh Ok Ok. I hear you are quite perturbed. And you want to talk this through. I understand, your sensitivity towards your wife. That's nice and respectful of you. Please share what's on your mind. This is a safe space, I assure you.

CLIENT: There's this incredible internal job posting that I qualified for – it's an offer in another city, and while I was thrilled about the opportunity but off late I am having cold feet. Like second third thoughts about the offer. I was excited about it when I appeared for the interviews, but now that the offer is on the table – I am so confused, and now I cannot share this with HR. They'll kill me !!

COACH: Hmm!! Firstly Congratulations on this new offer. And it's ok to feel pressure about major decisions. I acknowledge how openly you have shared your concerns. I also hear and understand you are worried how you will be perceived. And I hear a couple of things besides the excitement in your voice. I hear " you are thrilled about this opportunity. Then I hear " you have second thoughts" I can imagine how that mix of excitement and anxiety feels. And I am here for you Tell me more about what's exciting??

CLIENT: I am going with a big promotion ...It's at Bengaluru. The IT city, and it's our HO. And I will get to work with the CTO on few projects. So, this offer... It's a huge chance for me to advance my career and really showcase what I can do. ... But moving to a new city is a massive

step. I'm not sure if I'm ready for it. And for me, a first time move out of Mumbai. It's a big career leap ...yet....

COACH: CONGRATULATIONS !! This is a wonderful. . Let's take a moment to feel proud. And I also see.... it's a move to B'lore I agree it's a significant decision. And I hear you feel "not ready". Sounds like, you sense, that you need to feel ready to make this move. Big career leap and big decision too

CLIENT : YES Right ! And time is of importance here. I need to decide fast.

COACH: Hmm (pause) ... Time, Being ready, big leap in career... Let's make sure we use our time today effectively. What would you like to explore today?

CLIENT: I want to really give this final full thought before I say yes... Or No... (smiles) I think if I can clearly see the pros and cons and of course understand why this nagging fear about making such a big move.... I think.... Yuppp... that's it... that will help me today.

COACH: Hmm Sure. Sure. You want to think this through clearly, and understand this fear...for this session today Right ?

CLIENT : Yes yes.. some confidence to make that move.

COACH: OK. So tell me... How will you know by the end of our session today that you're feeling more confident about this move?

CLIENT: Oh.., when I am able to see what those nagging questions t and I have an answer to them

COACH: OK...Nagging Qs and answers. What kind of answers will let you feel good

CLIENT : Like ... if I have some strategies to tackle my fears, I'll feel more settled about whatever decision I make.

COACH: Great. What makes gaining this clarity and understanding important to you?

CLIENT: It's not going to happen, if I don't feel totally ready for it. So, ...must listen to the intuitions. I believe, there is a something there. And Once I decide, there is no looking back... Gentle man's word

COACH: Wow !! That's good How does this decision align with your personal growth and professional goals?

CLIENT: Professionally, it's a chance to step up and take on more responsibility, which is something I've been striving for. Personally, it's about challenging myself and growing beyond my comfort zone. But the thought of leaving my support system behind is daunting.

COACH: Understood. I have a certain sense of this thought, May I share? Feel free to disagree (YES YES) I see, this is less about fears of another city and more about evaluating if it's worth it for you. Do share what you think about this...

CLIENT: I do agree, that it is time to really have a clear plan

COACH: And what do you think will enable you to achieve this clarity.. and help you gain a better understanding?

CLIENT: I don't know as of now... I guess, like always, you make me talk, and I get my answers...ha ha.

COACH: Ha ha Sure... Right there for youAre there any lingering concerns or thoughts that might be holding you back from reaching this goal?

CLIENT: I think understanding exactly what I'm afraid of will help. I'm worried about failing in the new role and not adapting to the new environment quickly enough. Maybe breaking down these fears and finding ways to address them could help.

COACH: That makes a lot of sense.Fantastic. I'm here to support you through this process. Let's dive into exploring this

End of Transcript