

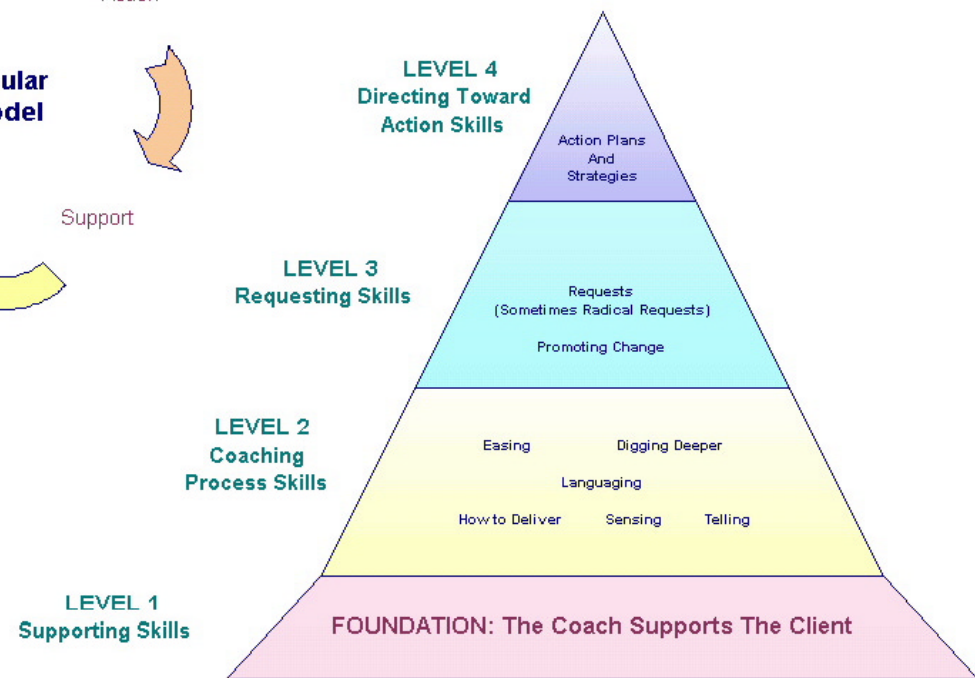
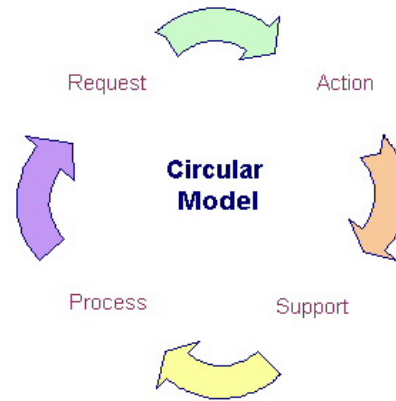
A Coaching Skills Model: The 4 Levels of Coaching Skills

The beginning of “The 4 Levels of Coaching Skills” was the 99 Coaching Skills developed by Thomas Leonard and Coach University. I have categorized the 99 Skills into the 10 Categories within this pyramid.

These categories seem to have naturally adapted to the four levels of SUPPORT, PROCESS, REQUEST, and ACTION. Levels 1-3 are the skills of coach aimed at assisting the client. In Level 4, the coach assists the client to develop a plan and strategy for achieving success. It is the CLIENT'S ACTION that produces the real fruit in the client-coach relationship.

In the other model, I have viewed the four Levels in a circular, more interactive way. The concept of Levels should not be understood as in any way static or rigid. After all, skill utilization is more of an art than a static science driven by natural laws.

See “The 10 Categories Detailed” form for a listing of the 10 Categories and 99 Skills.



4 Levels of Coaching Skills Concept