

Finding the right coach: Chemistry fit

Decided you want coaching? The next step is to find the right coach for you.

For coaching to work, there needs to be a 'fit' between the coach and the client. In essence this means a 'gut' feeling of trust and confidence. We recommend a chemistry session to explore this. We know that coaching is an investment, and so the chemistry session is complementary. If the fit doesn't feel right to you, we understand (and will suggest an alternative coach for you).

In preparation for the chemistry session, we would invite you to think about the following three things, as they will be form the basis of the chemistry session:

Your outcomes: What's it all about?

Our aim is to provide coaching which enables you to have the best possible chance of achieving what you want in your work and life. Coaching is about enabling change and action that moves you towards this, and overcoming problems that are getting in the way. There is no set agenda for coaching from the coach – your outcomes (both public and personal) will direct the coaching.

"If you're always trying to be normal. You will never know how amazing you can be." Maya Angelou

We believe in co-creation, so we want to help you get really clear about the outcomes you want. In our chemistry session we will explore these together. We would ask you to think about:

- What is the purpose of the coaching?
- What's at stake for you or your organisation?
- What are the outcomes you want to see from the coaching? What will have changed for you if the coaching is successful?
- Why does this matter to you?

How do you want to do coaching?

We believe that within coaching, the coach and client are equals - this is a working partnership which is adult to adult* and based on respect and confidentiality. As such we would invite you to think about what is important to you:

- Given there are lots of ways to learn, why do you want to work with a coach?
- What is important about the coaching relationship to you?
- Thinking about how you want to be coached, what do we need to discuss? (e.g. virtual sessions, location for face to face sessions, walking coaching, confidentiality?)
- Based on your previous experience of training or development, what do we need to know that you really don't like?

Mutual discovery: Who are we?

In order to establish who is the right coach for you, it is helpful to consider what you want to know about them, their lives, background or style. You also need to think about what you want to tell them about you:

- How will you know if the chemistry is right?
- What do you need to know about your coach to begin this process?
- What do they need to know about you?
- Thinking back to previous relationships with coaches, mentors or people who have helped you, what can you share about how they helped? (e.g. giving feedback, providing a book)
- What do you absolutely not want?

What next?

Following the chemistry session, we invite you and the coach to reflect on the session. If you feel there is a chemistry fit, let us know and we will create a personalised coaching proposal.

This proposal will outline our recommendations to help you achieve your outcomes.

"None of us is an expert in leadership, The practice of Leadership is a journey and we are all students." Simon Sinek.

* If you don't know what this means, you can find the answer here: <https://carrieconsult.co.uk/want-to-stop-your-workplace-feeling-like-a-playground/>