

FAQ's

Q:What is coaching?

A: Coaching is a powerful alliance in which the coach and the client work together to meet the needs of the client. Coaching is a professional partnership between a qualified coach and an individual or team that supports the achievement of extraordinary results, based on goals set by the individual or team. Through the process of coaching, individuals focus on the skills and actions needed to successfully produce their personally relevant results. The individual or team chooses the focus of the conversation, while the coach listens and contributes observations and questions as well as concepts and principles which can assist in generating possibilities and identifying actions. Through the coaching process the clarity that is needed to support the most effective actions is achieved. Coaching accelerates the individual's or team's progress by providing greater focus and awareness of possibilities leading to more effective choices. Coaching concentrates on where individuals are now and what they are willing to do to get where they want to be in the future. International Coach Federation Member coaches recognize that the results are a matter of the individual's or teams intentions, choices and actions, supported by the coach's efforts and applications of coaching skills, approaches and methods.

Q:What is Coach DQ's approach to coaching?

A: Coach DQ approaches coaching from the perspective that the client is naturally creative, resourceful and whole, and capable of finding the solutions to whatever challenges he or she faces. Coach DQ and her clients design a powerful and unique alliance to work together and then she uses specific skills and techniques to guide the client in discovering the answers.

Through the process of coaching, clients deepen their learning, improve their performance and enhance their quality of life. The interaction creates clarity and moves the client into action. Coaching accelerates the client's progress by providing greater focus and awareness of choice. Coaching concentrates on where the client is today and what the client is willing to do to get where they want to be tomorrow. The coach has the questions, skills and techniques to guide the client to discover the answers.

Coach DQ coaches the client as a fully integrated person understanding that you separating your professional life and personal life can be a balancing act. Together, Coach DQ and the client choose the focus of the agenda of each coaching meeting.

Clients who enter into a coaching relationship with Coach DQ can expect to be engaged in new ideas, challenges to the status quo and alternative ways to approach your current situations. Success will be achieved as a result of the client's commitment and intention.

Q:Why does coaching work?

A: Coaching works because it helps you to focus on the things that are important to you. Your goals become clear and specific. You acquire skills, and by holding yourself accountable to yourself and someone else, you create momentum and take the needed actions to reach your goals.

Q:What does Coach DQ focus on in her coaching relationships?

A: Coach DQ focuses on the client's agenda and helps you stay on track toward the big picture of what career life balance is for you. What is that for you? Being in the groove? At peace? Fast and steady? Bigger? Better? Less of? More of? Something different? Starting your own company and/or to discover the true you? It is common to address both professional and personal challenges throughout the coaching relationship. Clients come to coaching because they are looking to make a change. Change is really about choice. How are you choosing to live your life? Your Career? And run your company? Together you and the coach will co-create a customized strategy focused on you.

Q:How does coaching work?

A: Meetings are held in your office or over the phone and across the country. See examples under Business Owners and Individuals or create your own.

Possible topics to focus on for group coaching:

Time/Choice Management
Strengthening the Chain Communication
Goal Setting - Knowing Your Numbers (Great for Sales Teams and individuals)
Creating Career Life Balance during transition
Take your company to the next level

Possible topics for Individuals:

Sole-Proprietors/Small Business Make it Happen Series
Interview Coaching
Annual Review Preparation
Job Search Strategies and Contacts
Career Transition and Life Planning
Embracing Change (e.g. divorce, starting a new business, etc.)
Creating fulfillment and balance in your life

Please understand the above topics are just examples and in coaching many different issues are addressed. Since we live integrated lives and it is virtually impossible to make a clear delineation between personal and professional lives, coaching engagements frequently address all aspects of a client's integrated life.

Q:What are the benefits of Coaching?

A: Career Life coaching is the process of working systematically with individuals and team leaders to support, encourage and improve performance. Career Life coaching has grown in popularity in large part because it is consistently found to be one of the fastest and most effective strategies to accelerate leadership performance. Imagine the possibilities when you have the input of a dedicated trained professional whose only objective is to help you with balancing your career and life, advance your effectiveness and tie it to the results you want. Individuals who engage in a coaching relationship can expect to experience fresh perspectives on personal challenges and opportunities, enhance thinking and decision making skills, and increase confidence in carrying out their chosen work and life roles. Consistent with a commitment to enhancing their personal effectiveness, they can also expect to see appreciable results in the areas of productivity, personal satisfaction with life and work, and the achievement of personally relevant goals.

Manchester, Inc. released the results of a study that quantifies the business impact of coaching. The study included 100 executives, mostly from Fortune 1000 companies. A company's investment in coaching realized an average ROI of almost 6 times the cost of coaching.

Companies that provided coaching to their teams realized improvements in productivity, quality, organizational strength, customer service, cost reductions and bottom line profitability. In addition, these companies were more likely to retain their talent.

Among the benefits to those who received coaching were improved working relationships with direct reports, peers, supervisors and clients, improved teamwork, increased job satisfaction and enhanced commitment to the organization.

Q:How is coaching different from therapy?

A: A therapist tends to deal with a person's past and the circumstance that brought the client to therapy. Therapy tends to focus on processing emotional history and diagnosing or treating mental health issues. Coaches do not address addictions, deep emotional wounds, abuse issues, mental illness nor do they give financial, real estate, legal or medical advice. If such advice is needed the client is referred to experts in other professions.

In contrast, a coach focuses on a client's present situation and guides and champions the client toward developing a stronger more ideal future. Little time is spent on processing the past except for brief "visits" to identify patterns, values and obstacles toward their fulfillment. Coaching is action oriented with a focus on the present and plans for the future.

Q:What are some of the typical reasons someone might work with a coach?

A: There are many reasons that an individual or team might choose to work with a coach, including

but not limited to the following:

- There is something at stake (a challenge, stretch goal or opportunity), and it is urgent, compelling or exciting or all of the above
- There is a gap in knowledge, skills, confidence, or resources
- A big stretch is being asked or required, and it is time sensitive
- There is a desire to accelerate results
- There is a need for a course correction in work or life due to a setback
- An individual has a style of relating that is ineffective or is not supporting the achievement of one's personally relevant goals
- There is a lack of clarity, and there are choices to be made
- The individual is extremely successful, and success has started to become problematic
- Work and life are out of balance, and this is creating unwanted consequences
- One has not identified his or her core strengths and how best to leverage them
- The individual desires work and life to be simpler, less complicated
- There is a need and a desire to be better organized and more self-managing

**For more frequently asked questions please see [Coaches Federation](#).