

# Partnering in Coaching: What is It?

Lloyd Sain, Jr., Ed.D., MCC

- It is the partnering of two experts where the coach is the **expert of the context or the process**, and the client is **expert of the content** of the conversation.
- It is the coach’s intentional, in-the-moment opportunity to allow the client to choose what happens in the coaching session or to place the client in the position of choice throughout the coaching process.
- It is the coach’s attention and responsiveness to the client’s mood, way of thinking, and in the moment experience.

<p><b>The Mindset to Partnering</b></p>	<p><b>C2: Embodies a Coaching Mindset</b></p> <p>2.1 Acknowledges that clients are responsible for their own choice (i.e., shows up to allow the client to choose).</p> <p>2.4 Remains aware of and open to the influence of context and culture of self and others (i.e., coach offers or shares his/her context and culture with invitation for client to share).</p> <p>2.5 Uses awareness of self and one’s intuition to benefit clients(i.e., notices one’s gut, self, or being in the moment and offers to the client as an observation or intuition without attachment).</p>
<p><b>Explicit Partnering in the Competencies</b>  <b>The <u>coach partners</u> with the client</b>          ...</p>	<p><b>C3: Establishes and Maintains Agreements</b></p> <p>3.4 To establish an overall coaching plan and goals.</p> <p>3.5 To determine client-coach compatibility.</p> <p>3.6 To identify or reconfirm what they want to accomplish in the session.</p> <p>3.7 To define what the client believes they need to address or resolve to achieve what they want to accomplish in the session.</p> <p>3.8 To define or reconfirm measure of success for what the client wants to accomplish in the coaching engagement or individual session.</p> <p>3.9 To manage the time/focus of the session.</p> <p>3.11 To end the coaching relationship in a way that honors the experience.</p> <p><b>C8: Facilitates Client Growth</b></p> <p>8.2 To design goals, actions, and accountability measures that integrate and expand learning.</p> <p>8.6 To summarize learning and insight within or between sessions.</p> <p>8.8 To close the session.</p>

## Implicit Partnering in the Competencies

### **C4: Cultivates Trust and Safety**

- 4.4 Shows support, empathy, and concern for the client.
- 4.6 Demonstrates openness and transparency as a way to display vulnerability and build trust with the client i.e., (in building trust and safe, the coach invites the client to respond to the coach's contributions and accepts client's response).

### **C5: Maintains Presence**

- 5.1 Remains focused, observant, empathetic, and responsive to the client (i.e., client chooses what happens in the session, acts in response to the client's moods, emotional tone, body language, the who of the client, the client's agenda and desired outcome).

### **C6: Listens Actively**

- 6.1 Considers the client's context, identity, environment, experiences, values, and beliefs to enhance understanding of what the client is communicating (i.e., inquiring with customized questions that are offered to the client in the moment based on what you have learned about the client's what or who and invites the client to respond).
- 6.2 Reflects or summarizes what the client communicated to ensure clarity or understanding (i.e., inquiries about the client's emotions or words used and checks in with the client to respond).
- 6.3 Recognizes and inquires when there is more to what the client is communicating (i.e., notices in the moment and partners with the client to explore).
- 6.4 Notices, acknowledges, and explores the client's emotions, energy shifts, non-verbal cues or other behaviors (i.e., offers back to the client what you see and invites the client to respond).
- 6.5 Integrate the client's words, tone of voice, and body language to determine the full meaning of what is being communicated (i.e., in the moment explores and invites the client to respond).

### **C7: Evokes Awareness**

- 7.5 Invites the client to share more about their experiences in the moment (i.e., Would you like to share or say more about that?).
- 7.9 Invites the client to generate ideas about how they can move forward and what they are willing or able to do (Should we now look at how to make that happen or something else now? How shall we explore your next steps?)
- 7.11 Shares observation, insights, and feelings, without attachment, that have potential to create new learning for the client (i.e., coach invites the client to respond to the offering).

	<p><b>C8: Facilitates Client Growth</b></p> <p>8.1 Works with the client to integrate new awareness, insight or learning into their worldview and behavior.(i.e., Which of these feel like where you are now: insight, awareness, learning?).</p> <p>8.5 Invites the client to consider how to move forward, including <u>resources</u>, <u>support</u> and potential <u>barriers</u> (i.e., offer these <u>options</u> to be explored and give client’s choice as to where to start).</p>
<b>How does the Coach Partner?</b>	<ul style="list-style-type: none"> <li>✓ Invites the client to lead.</li> <li>✓ Offers and/or invites choice or response from the client.</li> <li>✓ Responds to what the client offers both explicitly and implicitly.</li> <li>✓ Is collaborative/co-creator.</li> </ul>
<p><b>Process Partnering</b></p> <p><b>Examples of Process Partnering</b></p>	<ul style="list-style-type: none"> <li>✓ How the client wants the coach to participate in this session (which could be different from last session/s).</li> <li>✓ Where the client wants to begin exploring their topic or go to next.</li> </ul> <ol style="list-style-type: none"> <li>1) <i>“How would you like me to support you today?”</i></li> <li>2) <i>“What requests do you have of me to listen for specifically?”</i></li> <li>3) <i>“How do you want me to help you with your thinking on this?”</i></li> </ol>
<b>In the Moment Partnering</b>	<ul style="list-style-type: none"> <li>✓ Where shall we go next?</li> <li>✓ What would be most helpful for you to explore next or do?</li> <li>✓ How are we doing so far with what you wanted?</li> <li>✓ What is coming up for you now if you would like to share?</li> </ul>
<b>Additional Example Questions on How to Partner with the Client</b>	