**CC\_S4E1**

Welcome to coach, to coach a podcast dedicated to showcasing the power of coaching. I'm your host, dr. Katie Linder, and I offer coaching to academics and higher education professionals to bring more ease to their lives and work. This season, I'm offering a slightly different format than earlier seasons.

I thought that might be useful to go over some coaching fundamentals for anyone listening, who hasn't gone through, coach training. I wanted to share some of the things that you can be listening for and each season that would be good examples of coaching structure, philosophy, and techniques. So for each of the episodes in the season, I'm going to offer solo episodes, talking about some coaching basics.

Feel free to email me with questions about these episodes or ideas of what you'd like to hear more about in future seasons. If I do this kind of format again now onto the episode

on this first episode of season four, I thought I would start by talking a little bit about a definition of. Coaching now, this is something that I get a lot of questions about, especially for people who are interested in the coach training, because they want to know how coaching is different from things like therapy or mentoring or consulting.

And they're not quite sure where coaching fits within all of these things. So I'll start with the definition of coaching that comes from the international coaching Federation. And that is that you're partnering with clients in a thought provoking and creative process. That inspires them to maximize their personal and professional potential.

So that's a pretty broad definition. It can cover a lot of things. It can cover, uh, things like wellness coaching. It can cover things like executive coaching or productivity coaching. There's a lot of things that that could cover, but the main pieces of that is that you're partnering with the client.

That the process is creative and it inspires clients to maximize their potential over time. So coaching is a very kind of positive oriented engagement. And I think that one of the main ways that I differentiate coaching from therapy, and this is something that ICF also comments on as well is that coaching is very focused on the present and the future.

And it is pretty rare that we would go into past exploration unless there was a specific reason or a tool that we were using to kind of better understand how the past could be applied to the present. Um, like if you had a, uh, a good experience with, um, Uh, managing a team in the past, we might say, like, what did you learn from managing that team that you could have apply to managing a new team?

Like we would take kind of learnings from the past and apply them to the present the future in therapy. Sometimes this is not always true. There is more of a focus on the past. And sometimes that past focus, it can be more diagnostic. You're trying to kind of understand a patient's experience or a client's experience through their past, and then apply that to things that they're learning right now.

Now I am certainly not a trained therapist, so I want to be very clear on this. And I actually had the really wonderful experience of having a trained therapist in the first cohort of the coach training program. And we talked a lot about the differences between coaching and therapy and that it's not always very clear.

And to say that it's just a past present future focus is really simplifying the situation because there are a lot of therapy programs that really focus on the present and the future as well. Um, but the main idea is that if you're getting into things that are around diagnosis, um, or that are really kind of focused on understanding the present through the past, that may be more of a therapy model.

Whereas coaching is going to be really focused on current and future, and really trying to, again, maximize the potential of the client to move forward with whatever goals they're trying to achieve. Now the other thing with coaching that I think is really important to know, and as it compares to mentoring and consulting, this comes up a lot is that coaching is not a profession where you offer advice.

So that is one kind of similar area, maybe to therapy where you're. As a therapist, you're not necessarily advising your patient or your client to go in a certain way direction. You're helping them to better integrate the stand, what they want to do through the exploration. Okay. And that is true of coaching.

So you're really trying to walk a client through a series of questions or a series of tools that brings clicks to what it is. They're trying to understand. Now, if you've listened to seasons one through three, three of coach to coach, you probably have heard this, that there is a lot of exploration.

There's a lot of question asking within the coaching relationship to try to help someone understand more of a certain situation. And a lot of that understanding comes from the client. It's something that they already know, but that they're trying to apply to what it is. They're trying to figure out or gain clarity with.

Now, if you think about mentoring as a relationship, and maybe you can think about a mentor that you've had, or if you've been a mentor, mentoring is often based around the concept of expertise that you would have a mentor that understands an area particularly well, or maybe knows your field really well, and that they would be kind of a person who could offer you advice and they would be able to advise you as you're trying to take future steps with your career.

Or they would be able to offer resources to you as you're moving forward, you know, in a particular direction. But the idea of a mentor is that they are meant to use their expertise to help guide you in a particular direction. Now, this is definitely not the case case with coaching, because you might have a coach who coaches, you knows nothing about your career, a pathway, like they don't know your field.

They don't know your discipline. Like I could coach a chemist and I don't need to know chemistry in order to coach that person effectively. Um, I could coach someone around a topic that I know literally nothing about. Because I don't need to know full context in order to walk them through a series of questions that would bring clarity.

Now, this is something that I think is really challenging for especially academics to understand, and kind of wrap their heads around because we're used to having a lot of context and we're used to asking a lot of information based questions so that we can get the information, process that information, and then respond based on what we think about that information.

But in the coaching relationship, the coach doesn't necessarily need to know no, all of that. So, and, and one way to kind of think about this is you might have a client. Who has a son, I think going on kind of underneath the surface of the conversation and they don't want to raise it to the surface, maybe for privacy reasons.

They don't want to tell you what's going on, you know, in, in something going on with their life. But they want to be able to have a conversation around that thing. I don't need to know what that thing is in order to effectively coach them on it. No, you might think like, that sounds really crazy that you would not be able to, um, you know, know all the information, but if you think about this, we have a lot of relationships in our lives where we don't know the ins and outs of everybody's business all the time.

Like this is just the people have privacy boundaries. Like they don't tell us all the things. And that doesn't mean that we can't be an effective support for them. So this is a big difference between coaching and mentoring is that you're not asking for all the information. To help the client like make a decision or to move forward.

You're letting the client kind of be guided through a series of question because they know the information already. They're the ones who are kind of, um, coming to clarity around a situation. And so it's more important that they know information. And then that the coach know the information. Now, this is also a very big difference between coaching and consulting, because when you are a consultant, you are coming into a situation also as an expert and you are meant to give it nice.

That is the whole goal of being a consultant is that someone can say based on your knowledge and experience and expertise, What would you recommend that we do in this given situation? And you might offer like templates or examples or, um, you might give them a series of steps that they would take, um, in that consulting relationship.

And that would be totally in the realm of what a consulting relationship would be. That would be appropriate. But in a coaching relationship, we don't offer advice. Now that doesn't mean the client's never asked for it. And sometimes you will hear a client say, you know, can you tell me what you think about this?

Or can you advise me about what you would do in this situation? And a coach would not offer that advice and they would kind of turn that back around and ask a question of the client to move them back toward them, kind of reflecting and thinking about that issue. Now again, because I run this coach training for academics and higher ed professionals.

I can tell you it's hard. It's hard as an academic to set aside that expertise say, this is not, what's valuable in this a relationship like my expertise around a topic is not valuable. My expertise around coaching techniques and coaching skills and abilities. Is of interest to the client is useful to the client in this moment, but it's not about my ability to like tell them what to do.

So that's a big difference between coaching and consulting. Now, part of the challenge, I think, um, for some coaches and I would include myself in this boat is I do a lot of these things. I do consult. I do mentor and I coach too. So I have to be really clear on what are the definitions of coaching and consulting.

And when am I wearing what hat. And when I'm thinking about that, it's not as much for me as it is for the client, because I don't want the client to be confused. And to think that what they're getting is coaching, when really what they're getting is consulting. And this is part of just defining the field and helping people to understand what coaching is and what it can do.

So I hope that this will help as you're kind of listening to certain things in, in seasons, one through three, and in future seasons where this is why you won't hear advice giving. Happening in the, in the sessions. Um, and sometimes maybe you would, um, but if you're using kind of an ICF model and international coaching Federation model of coaching, you're not going to hear that as much.

Um, because it's really an inquiry based model where you're asking a lot of questions and you're not offering, um, that, that advice. Now the other resource that I want to drop into the show notes and I'll link, there is a guide to when you might refer a client to something like therapy, and this is something that they international coaching Federation created.

And I find it to be a really helpful resource because this is another area where I hear a lot of questions from people in coach training about, well, how would I know that there's an issue here that I can't respond to? And a lot of times what will happen is there might be like a mental health issue that comes up within, in a series of sessions where you realize that you just can't make progress until that mental health issue is resolved.

So for example, um, and I can talk about this from kind of personal experience as someone who has an anxiety disorder. If I was having like severe panic attacks all the time, I wouldn't go to a coach to help meet with that. I would go to a therapist to help me with that. And if I went to a coach, the coach might yeah.

Say we really can't move forward with this issue that you're trying to deal with until you deal with the panic attacks, because the panic attacks are getting in the way of our coaching. Um, so if I was trying to build confidence around public speaking, for example, and every time I went on stage, I had a panic attack.

My coach might say, well, we can help you build confidence, but that doesn't mean that the panic attacks were going to go away. And actually, if you are constantly having, and the panic attacks, it could get in the way of us doing the work that we're meant to do together. So it's not uncommon that yeah, the person who is in coaching will also be in therapy, um, that you will have like a team of people that you're working with to, to move something forward because.

These different service professionals are coming at the issue from a lot of different angles. And so it's really important to kind of recognize where the boundaries are of when you might refer a client to a therapist. And this is actually something that I've done quite frequently in my practice, because sometimes people come to coaching as like a first step to recognizing that something's not quite right, but they don't know exactly what it is.

And through coaching, we come to an awareness. That it's something that they might actually need to deal with through a therapy relationship instead of through a coaching relationship. So I will link that, um, white paper in the show notes, in case you want to take a look, I think it gives a lot of really good information about some of the signals or signs that you'd want to look for in a client that might lead you to refer.

Um, and I think that this is one of the areas that people get the most nervous about when they're coaching is just wanting to make sure that, um, we're not doing any harm and that we're pointing the client to the best resources that they might need in order to make the progress that they want to make in their lives.

So that's a little bit about how I'm defining coaching and the differences between coaching therapy, mentoring and consulting. I'll see you on the next episode. Thanks for listening to this episode of coach to coach for any resources mentioned in the episode, check out the episode. Show notes at dr.

Katie linder.com/coach. If you found this episode to be helpful, please take a moment to rate or review the show in Apple podcasts or recommends episode to a friend or colleague. Thanks for listening.