

# Inclusive Professions

## **Inclusive Professions: Guide to Finding the *Right* Coach**

### **Finding the *Right* Coach**

How do you go about finding the right coach to help you to achieve your career and personal goals?

It doesn't matter how determined you are to advance your career you can sometimes feel you have hit a brick wall. At other times, you feel you don't even know where to start.

Wouldn't it be great if you could make sure that this doesn't happen? Well you can, if you get yourself an executive coach specialising in inclusion.

What is executive coaching and how can you select the right coach for you in your current situation? This guide to finding the right coach will help you to advance your career into senior and leadership roles.

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## What is executive coaching?

You are often so busy dealing with a never-ending series of urgent or challenging issues that you have little or no time for reflection on your work experiences, or for clear-headed thinking about future direction. So how do you make time and space for high-quality thinking? Executive coaching can help you, in two ways.

1. Sometimes, described as leadership development at your desk, executive coaching provides a formal and acceptable way to take time out of your frenetic daily rush, and gives you time and space for thought and discussion.  
Through the process of coaching, you can deepen your learning, improve your performance, and enhance the quality of your life.
2. More importantly, within that quiet time and space, an executive coach will be your “thought partner”, helping you to think clearly about the issues you need to address.

The coaching conversation is a thinking partnership, where you and your coach reflect on your experience, transforming it into potential for learning and action.

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Your coach's job is to help you think clearly about the core issues that challenge you – in your work, career and daily working life.

You are encouraged to think for yourself and to develop an awareness of own conscious and unconscious behaviours, which may influence performance and deep change.

You are responsible for doing the work to achieve the results that you desire. By asking the right questions, in the right way, at the right time, your coach enables you to come-up with own solutions.

The coaching conversation literally provides a “thinking environment” where business professionals can develop self-awareness and a depth of understanding of themselves and others.

The greatest gift that a coach can offer is to help their client to consider experiences, approaches, ideas, strategies, behaviours, and actions they have not previously considered.

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## What will you learn from executive coaching?

The key things that you will learn in working with an executive coach are:

- ✓ How to focus on what you desire, rather than on what you don't want
- ✓ How to define your outcomes and ensure that they actually happen
- ✓ How to identify, understand and prioritise what is important to you in your career
- ✓ How to understand and tackle diversity and inclusion issues that get in the way of your advancing your career
- ✓ How to advance from where you are now in your career to where you desire to be
- ✓ How to achieve goals that are eluding you
- ✓ How to think about and approach yourself and your career in a new way
- ✓ How to be self-motivated to ensure that you achieve your goals.

And for any professional, under pressure to deliver big results in a competitive industry understand tough economic circumstances, real help in getting to grips with these issues can be priceless.

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Despite a significant increase in the use of coaching in recent years, finding the right coach can be a hit and miss affair.

Understanding an executive coach's credentials and assessing their suitability can be a challenge when you are looking for a coach to work with particularly, for the first time.

In selecting the right executive coach for you, you should keep in mind the following:

- Whether an executive coach has the right combination of experience, skills and personal qualities to be effectively coach you. In addition to job-related knowledge, working experience at the level they coach, and a clear understanding of expected outcomes. A coach who has no experience in working with your industry may be a highly skilled coach but, will they understand how your industry works and how this affects your career? How important is their industry knowledge?
- Observational skills – the executive coach's ability to identify opportunities for their coachee to expand his or her abilities, improve their performance and relate them to their coachee.
- Analytical skills – the executive coach's ability to systematically compare actual, current performance with the coachee's perceptions of his or her performance and describe any gap between these levels. Also, consider the

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coach's ability to identify the difference or gap between current and desired performance.

- Probing skills – the executive coach's ability to ask insightful questions and obtain the responses they need to develop and move forward using a range of tools and methods.
- Feedback skills – the way an executive coach presents their observations can deepen trust and openness to change or, create defensiveness and resistance.
- Discussion of an executive coach's approach, tools, techniques and method, and compatibility with your organisation's systems and processes.

Executive coaching is about creating positive change. It's a partnership that requires 100% commitment from all parties in order to enable you to move from where you are to where you want to be.

Your executive coach will help you to identify your goals, options and priorities and hold you to account to ensure that you follow through and do what you have agreed. As a result, you will significantly improve your performance and advance into senior and leadership roles.

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## Can we help you?

If you want more help, don't hesitate to contact us. See [www.inclusiveprofessions.co.uk](http://www.inclusiveprofessions.co.uk) for more resources. You can then access the resource library in exchange for your email address.

## Keep in Touch

We are always available to discuss issues and welcome your questions. Together we can focus on what you need to do it to senior level and beyond. We will make sure you have the independent and reliable support that you need to step into senior roles and leadership positions.

## Contact me if:

- *Are you ready to start?*
- *If you want to find out more about executive coaching for inclusion*

Email me: [jo.larbie@inclusiveprofessions.co.uk](mailto:jo.larbie@inclusiveprofessions.co.uk)

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