



What is Coaching?

Ever wondered what coaching is all about or how can it help you to promote connected, more productive relationships at work?

Coaching is a process of inquiry that allows you to see situations from a different point of view. At **Need2Connect** it is about giving practical information and asking questions to raise awareness, allowing you to reflect and decide what action you would like to take following each coaching session. You also receive a folder with detailed practical handouts to use as an on-going resource - a useful tool to refer to for your own professional development and also to use at staff or team meetings.

Need2Connect coaching in the workplace is about:

1. Gaining some new skills and knowledge. Looking at your current ways of relating and considering other options is a useful start for making change or affirming that what you are currently doing is on track.
2. Acknowledging the myriad of things you are already doing well and building on your strengths. It is encouraging to have someone to champion your successes, instead of the focus being just on the things that maybe aren't going so well.
3. Teaching you to become an observer of your own behaviour. We simply can't change what we don't notice. Coaching highlights for you the importance of becoming an onlooker for your own feelings, thoughts and behaviour. It allows you to become aware of any habits you may have fallen into as well as looking at alternative perspectives.
4. Giving you the opportunity to see your situation differently. Good coaches know that people don't need 'fixing' but opportunities to reflect. You are supported, by the coach asking questions, to allow you to come up with your own solutions for change. Having someone to encourage you to search within for your own answers, rather than being told what to do, is a true form of support as it allows you dignity in your independent decision making. Powerful questions such as, "How could you have better prepared your team to be receptive to your thoughts?" or "Is there a pattern here that you can identify?" can help you to see your situation with clarity and identify steps for making change.
5. Offering a structure to keep you on track. Making change is not an easy thing for us to do! Having a coach to support you in that process can

make the difference. In fact at **Need2Connect** we ask you to come up with an action plan and also discuss how you are going to hold yourself accountable to this plan. Such a direct and concrete plan is often helpful in keeping the motivation and momentum going to ensure you reach your goal!

Workplace coaching has an amazing bonus. Many times after my workshops professionals have made comments such as: “I can see this workshop will make a positive difference to all my relationships - not just those at work, but with my family as well.” This is an incredible benefit because the reality is when you start to look at yourself and the way you are in the world; all your relationships have the possibility for transformation. When we become more aware of who we are and how we relate with others, we can break away from our habitual thoughts, feelings and behaviours. We are then much more open to choose how we are going to be, not only with our work colleagues, but with all others in our lives.

Need2Connect professional coaching offers you positive support to have new awareness and confidence with your workplace relations and beyond.