



## Call #2 Notes: Trust and Intimacy, Coaching Presence

### Pre-work

All documents are housed at [http:// presencebasedcoaching.com/students/lipcc-program-materials/](http://presencebasedcoaching.com/students/lipcc-program-materials/). Before our call, please:

- Print out and review this PDF for the call
- Review the specific sections of the *PCC Exam Standards* on Creating Trust and Intimacy and on Coaching Presence
- Review the section of the *PBC Competency Model* on Creating Trust and Intimacy and Coaching Presence
- Note any pressing questions or areas of confusion
- Take the self-assessment below.

ICF designates these two competencies together as “co-creating the relationship.” Once the coaching agreement is established, these two competencies come into play as the next necessary ingredients to a successful coaching engagement. These competencies directly speak to the relational aspects of coaching, and they work in tandem to generate the ease and flow of the coaching work that both coach and client create in the coaching relationship. ICF regards these two competencies as related to each other, as they both facilitate the client’s own authority and the client’s being at choice.

### Competency #3: Establishing Trust and Intimacy with the Client (Partner, Master)

ICF Language: Ability to create a safe, supportive environment that produces ongoing mutual respect and trust.

Presence-Based Coaching Language: Coach demonstrates trust in client’s resourcefulness in relation to coaching process, and invites client into own authority. Coach reflects awareness of client’s perceptions and style, and holds unconditional positive regard. Coach visibly co-creates the coaching process with the client, making joint decisions.

- a. Uses client’s language to connect on-going conversation to client concerns
- b. Illuminates choice points along the way, sharing responsibility for the process with the client
- c. Holds coaching moves lightly, as an offer

- d. Holds client in unconditional positive regard
- e. Demonstrates respect for client's perceptions, learning style, and resourcefulness
- f. Asks permission to offer assessments, or to coach client in sensitive new areas

One implication of Establishing Trust and Intimacy is that the coaching relationship is created, not automatic, and is the primary responsibility of the coach initiate, nurture and build the coaching relationship over time. Another implication is there are particular coaching moves that are designed to create a feeling of trust and safety in the client, and that the coach can implement these competencies in a skillful way.

These competencies are effective because they move the client into the driver's seat about the overall goals for the coaching engagement, the topic for work in each session, and about how to best move towards the desired end state/outcome. The coach views the client as resourceful, whole and complete. The coach views self as a partner in creating the working relationship of coaching, giving client the authority to have the final decisions.

Establishing Trust and Intimacy also means the coach has trust in the client's ability to take care of themselves, to move toward a workable outcome that fits their life and context, and to let the coach know what's not working along the way. The coach is not leading, rather is following, and is fully in the dance of partnership with client, building the coaching relationship along the way.

#### **Competency #4: Coaching Presence (Master, Partner)**

ICF Language: Ability to be fully conscious and create spontaneous relationship with the client, employing a style that is open, flexible and confident

Presence-Based Coaching Language: Coach is present and responsive to own inner state, and to the inner state of the client. Coach demonstrates flexibility in the emergent conversation, inviting the client to shape the conversation. Coach is visibly learning and changing in response to the client and the conversation, and shares own experience as relevant data

- a. Partners with client to create/enter a shared, present coaching space
- b. Is willing to not know, to risk, and to experiment in the moment
- c. Uses humor and lightness to invite perspective and dis-identification
- d. Maintains awareness of session outcomes, timeframes, and larger context/relevance
- e. Demonstrates self-awareness and ability to self-correct own inner state
- f. Demonstrates flexibility, allowing new awareness and learning about client to inform an emergent process
- g. Maintains ground and resourcefulness during client's strong emotions

Coaching Presence, as in *Creating Trust and Intimacy*, also involves partnership with the client. This partnership includes taking into account the client as a whole. The offer of centering, or another similar entry into the session, invites being present as a way to create a shift of attention for both coach and client toward the work at hand, and away from the usual distractions that can dissipate and siphon energy.

Coaching Presence is the coach's awareness of both self, other and the context. The coach is tuned into the biggest possible picture of the client, view of the client's situation and the context in which the client and coach both operate. This presence includes the ability to hold content lightly, embody a grounded and steady presence throughout the session (and re-center/self-correct when needed), and remain flexible with emergent data, including strong emotions (on coach's or client's part).

Being present in the moment with the client also means that the coach does not rely on formulaic or standard coaching moves. The coach is attuned to the client and their process with curiosity, openness and willingness to take risks around not knowing. For example, not knowing the answer, the next coaching move, or the direction the session might take. Taking these risks might also involve the coach stepping out of their preferred/habitual identity or attachment to being seen a certain way by the client.

## Self-Assessment

Please do a self-assessment, considering your coaching skills in relation to the descriptions of Presence-Based Coaching competencies, as organized in the ICF framework. Rate yourself, 1-5, against the detailed competencies below. The ICF Summary is the ICF language for the overall competency; the italicized items are the specific PBC descriptions that evidence this competency at the PCC/LIPCC level.

Please use these ratings:

- 1 indicates that you do not use this competency well. (Perhaps because you are not familiar or comfortable with it. Or, you overuse it to the degree that it gets in the way.)
- 5 indicates a high level of proficiency in using the competency, and do not overuse it out of habit. You can move fluidly in and out of this as needed.

<b><i>3: Establishing Trust and Intimacy with the Client (Partner, Master)</i></b>		
<b>Competency Detail</b>	<b>Rate</b>	<b>Your Comments</b>
ICF Summary: Ability to create a safe, supportive environment that produces ongoing mutual respect and trust.		
a. Uses client's language to connect on-going conversation to client concerns		
b. Illuminates choice points along the way, sharing responsibility for the process with the client		
c. Holds coaching moves lightly, as an offer		
d. Holds client in unconditional positive regard		
e. Demonstrates respect for client's perceptions, learning style, and resourcefulness		
f. Asks permission to offer assessments, or to coach client in sensitive new areas		

<b>4. Coaching Presence (Master, Partner)</b>		
<b>Competency Detail</b>	<b>Rate</b>	<b>Your Comments</b>
ICF Summary: Ability to be fully conscious and create spontaneous relationship with the client, employing a style that is open, flexible and confident		
a. Partners with client to create/enter a shared, present coaching space		
b. . Is willing to not know, to risk, and to experiment in the moment		
c. Uses humor and lightness to invite perspective and dis-identification		
d. Maintains awareness of session outcomes, timeframes, and larger context/relevance		
e. Demonstrates self-awareness and ability to self-correct own inner state		
f. Demonstrates flexibility, allowing new awareness and learning about client to inform an emergent process		
g. Maintains ground and resourcefulness during client's strong emotions		

Application Notes, Fieldwork, or Commitments to Self