

Guiding Principles for Coaching

These principles capture Adler's best understanding of what it means to function as a human being in the world. Corollaries have been edited for coachees of Coaching Breakthroughs.

Our Essential Selves

1. Every human being is creative and self-creating.

Corollary: In coaching, we assume that you are creative, capable of change, and able to generate your own unique answers. Coaching will help you discover your answers and bring more of your inherent creativity to your work and life.

- a. Capable of change
- b. Own unique answers

2. Every human being is by nature meaning-seeking and meaning-making.

Corollary: In coaching, we will work on discovering which goals have meaning for you, and help you tap into your inherent motivation, by linking action and effort to meaningful goals.

- a. Discover goals with meaning
- b. Tap into motivation
- c. Link action to meaningful goals

3. Every human being has unique strengths with which to create a meaningful life.

Corollary: In coaching, we will connect with and nurture your unique gifts & strengths, and help you find ways to express them optimally in your life and work.

- a. Using strengths & gifts to create meaning
- b. Nurture & express them optimally

Our Potential

4. Reflection and inquiry are essential for enhanced awareness, which in turn is a key in the quest for greater excellence and meaning in working and living.

Corollary: In coaching, we will engage in high-level conversations and processes that support reflection and inquiry that promote awareness during our sessions and in between.

- a. Enhanced awareness through relationship, processes & conversation
- b. Therefore greater excellence and meaning

5. A human being is an integrated whole consisting of many different aspects: mind, body and spirit; thinking, feeling and imagination, etc. Effective and meaningful working and living require congruence and synergy among these different elements.

Corollary: In coaching, we will interact and work on life issues from a holistic perspective, and help you access and express different aspects of yourself.

- a. Mind, body, spirit, thinking, feeling, imagination
- b. Congruence & synergy
- c. Holistic perspective
- d. Help access & express all elements

6. As human beings, we always have both the freedom and the responsibility to choose.

Corollary: In coaching, you will be held accountable for both your actions, inactions, mindsets and attitudes.

- a. Responsible & accountable for actions & attitudes (who you are being)

Our Relationships With Others

7. Our subjective view of reality - our beliefs, assumptions, mental models, “stories” about ourselves, others and the world in which we operate - influences our choices and actions.

Corollary: In coaching, we will identify the subjective views through which you are perceiving your world, and to help you construct and explore alternative views, to create a shift in possibilities and design more effective actions.

- a. Influences our choices and actions
- b. Explore alternate views
- c. Shift possibilities for action (beliefs, assumptions, stories)

8. As human beings we are embedded in a multi-faceted life, and we form part of many different systems of relationships.

Corollary: In coaching, we will take a system perspective on your world and help you explore options with due regard to the bigger picture. At a deeper level, you will increase the awareness of the inter-connectedness with humanity and the cosmos.

- 1. Embedded in multifaceted life
- 2. Systems of relationships

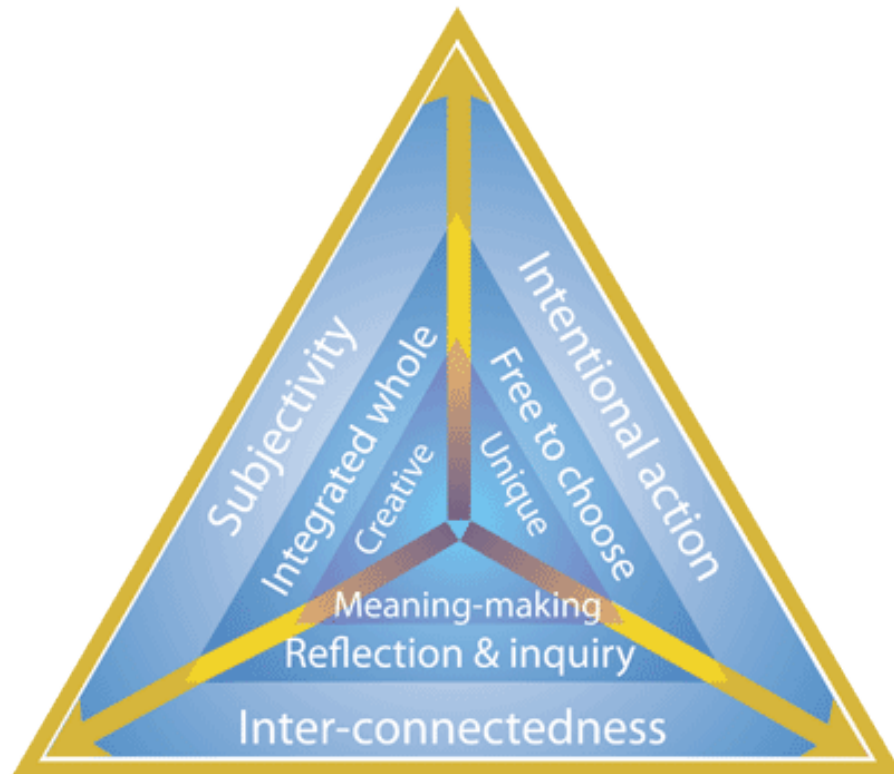
3. Explore options
4. Systems perspective
5. Bigger picture

9. The guiding principles outlined above provide grounding for intentional action, leading to the creation of meaningful results.

Corollary: In coaching, we will encourage your development of well-grounded intentions and design actions that will lead to meaningful results.

- a. Designing actions for meaningful results
- b. Help you articulate well-grounded intentions, thus meaningful results

OUR GUIDING PRINCIPLES



Inner Triangle - Anchoring us in our essential selves

Middle Triangle - Supporting the development of our potential

Outer Triangle - Entering into meaningful and productive relationships with others and the world