Buckle Up! A Coaching Agreement

As we get underway with this very cool leadership development project my team and I have cooked up with \_\_\_\_\_, I invite you to spend some time with the following questions. Some of them will make you pause and reflect, while others will be easier to answer. Our progress will be as much about the quality of your work and reflection and willingness to explore as it will be about us being great coaches.

**Your Contact Info**

Name       E-mail Address       Best number for phone/text

The following two questions are both poignant and powerful. You may want to eventually answer both. Each one has helped people to make choices about what to keep and accelerate, and what to diminish and leave behind. But probably, you being you, one of these questions inspires you more than the other. Please ***respond to the question that most energizes you today.***

***Door #1****: “Imagine we’re sitting here two years from now and you’re grinning at me because you’ve accomplished some key goals. What are some of the things you see? What’s going on out there?”*

***Door #2****: “Tell us about times when you have been at your best—great personally and professionally, knowing you were making a difference and having a blast. What tends to be going on?”*

In light of what you just wrote, what is something important you would like to figure out in your work with your coach between now and September?

What would you say have been your 3 greatest accomplishments to date (these can be work-related, but maybe not)?

1.

1.
2.

What do you see as your “craft” or an area of true mastery?

Who are the people in your life who track with you? (Key friends, colleagues, your manager, stakeholders, family members?)

**How We Treat Confidentiality**

We are asking that, as coaching gets underway, you, your coach, and your manager have a conversation about what success could look like. Where will you focus? Where will you begin? You and your coach will have a total of twelve sessions together—and you’ll likely have a chance to meet again as a triad as you move towards wrapping up. We’ve noticed through the years that when information related to the health and success of the organization can be talked about freely, everyone does better. When your information or news or feedback is difficult to share for some reason, your coach will help you with that communication. When information related to your personal life comes up (how can it not?), your coach will consider that to be yours to share. Where life stuff lands on your performance at work, your coach will work with you, and if need be, help you to decide how to talk about it. Bottom line, we will be rigorous about **[The International Coach Federation Code of Ethics.](https://coachingfederation.org/ethics/code-of-ethics%22%20%5Ct%20%22_blank)**

**Your “Character Strengths”**

We have a brief inventory for you to take as we get started together. [**This link**](https://www.viacharacter.org/survey/account/register)goes to a free, well-researched questionnaire that will help you to identify your integrated top five (of twenty-four) "Character Strengths". Because this is part of a research project, you will be asked to register, but they won't spam you. Once you click on the above link, click on the button next to "I want to take the VIA 120" and then "Begin the Survey". After you've taken the survey, scroll down to "option 3" and click on "View Rankings Here". Copy your top five “character strengths” into the boxes below. (No need to purchase a report unless you want to.) This inventory is part of research being done at the University of Pennsylvania related to the emerging field of positivity/strengths-based coaching.

1.

2.

3.

4.

5.

**SOME IMPORTANT SMALL PRINT**

As we get underway, we will talk about the nature of great coaching, and what to expect. Though I am still a licensed systems therapist in the State of Washington, many years ago I began to coach and then train coaches exclusively. One of the reasons I love coaching for performance and satisfaction is that coaching relationships are specifically designed to avoid the power differentials that can occur in psychotherapy. Coaches are both supportive and challenging.

That’s it. Thanks for the thoughtfulness and reflection with which you’ve reviewed our questions. Please make a copy of this document for yourself and e-mail to your coach prior to your first conversation.



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