

Personal Presence and The “Core Four” (R.E.A.L.)

These components of your coaching presence help to create and maintain the **The Coaching Dynamic** (see the flip side). Each component may call for slowing your pace—just a little.

- Respect** *Coaches express respect for other’s goals, agenda, permissions, confidences and resourcefulness.*
✓ Ask questions. Ask permission.
- Energy** *Coaches study and use their own personal energy, judgment, experience and intuition.*
✓ Grow in your awareness of your own triggers and agenda, and understand the influence of your own voice, mood, breath and posture. The more you know, the more chosen (instead of reactive) you can be in the way you influence.
- Acknowledgment** *Coaches say what they see in the good character, actions, strengths, self-responsibility and vision of others. Their words and feedback are genuine, timely, specific.*
✓ People are hungry for acknowledgment when it is delivered authentically and personally.
- Listening** *Coaches listen with focus and curiosity—usually beyond the words—to voice, mood, breath and posture—as they follow energy, ideas and epiphanies.*
✓ Focused attention is more important than the amount of time spent.
✓ Focused attention inspires even more energy, ideas and intelligence.

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Personal Presence and The Coaching Dynamic

As a leadership practice, coaching strengthens both performance and outcomes. The coach and client move from exploration to finding the most appropriate next steps. The Coaching Dynamic rests on clear alliances and agreements as well as steady clarity about the client’s agenda and outcomes.

The Coaching Partnership

*Your active curiosity inspires exploration and discovery:
Desires? Outcomes? Next steps?
Obstacles? Strengths?
Opportunities?*

The Coaching Alliance
The Agreements
The Client’s Agenda

*Your active presence inspires collaboration & self-responsibility:
Accountability happens when commitment finds the right behaviors. (“What will you do? When will you do it? Do you need a plan? Who will know?”)*

The “**Core Four**” of Coaching Presence (see the flip side) will help you to find and keep your balance.

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