

COACH U AUDIOTAPES

IMPORTANT NOTES

Please note that the audiotapes for sale are tapes and not CDs. If you do not have a portable tape player or tape player in your vehicle, you will be unable to listen to these. (Portable audio cassette players can still be purchased online for as little as \$11 USD.)

We have chosen not to copy these tapes into CD format at this time for various reasons.

- 1) When these tapes were produced, technology needed improvement. The sound quality of these tapes varies; you may adjust the volume up and down per each individual track. You can hear sessions, however, plan to adjust the volume.
- 2) These audiotapes were produced before the ICF introduced Ethics & Standards, and Core Coaching Competencies. The coaching profession is a young profession and standards are under constant review. Therefore, these audiotapes (taped before established Core Coaching Competencies, Ethics and Standards), are not in alignment with current standards. In fact, although best practices in coaching are demonstrated on these audiotapes, according to today's standards, there exist some poor practices in these sessions (such as giving advice). Therefore, we strongly suggest that you supplement these audiotapes with ongoing professional coach training, and mentor and/or peer coaching to ensure your ability to recognize coaching skills on either side of the spectrum.

USER'S GUIDE

To assist you in your ongoing professional development as you listen to audiotaped coaching sessions, here are the ICF Core Coaching Competencies to reflect upon:

ICF CORE COACHING COMPETENCIES

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| <p>A. Setting the Foundation</p> <ol style="list-style-type: none">1. Meeting Ethical Guidelines and Professional Standards2. Establishing the Coaching Agreement <p>B. Co-creating the Relationship</p> <ol style="list-style-type: none">3. Establishing Trust and Intimacy with the Coachee4. Coaching Presence | <p>C. Communicating Effectively</p> <ol style="list-style-type: none">5. Active Listening6. Powerful Questioning7. Direct Communication <p>D. Facilitating Learning and Results</p> <ol style="list-style-type: none">8. Creating Awareness9. Designing Actions10. Planning and Goal Setting11. Managing Progress and Accountability |
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For detailed information on the core coaching competencies, please refer to the [Coach U Personal and Corporate Coach Training Handbook](#) available from John Wiley & Sons, various courses in the [Core Essentials Program](#), the [Advanced Coaching Program](#) or the [Advanced Corporate Coaching Program](#).

Other questions to reflect upon:

GENERAL QUESTIONS

1. What appeared to work successfully for the coach?
2. What appeared to work successfully for the coachee?
3. What appeared to work unsuccessfully for the coach?
4. What appeared to work unsuccessfully for the coachee?
5. What could have possibly worked better for the coachee?
6. How engaged was the coachee?
7. How empowered was the coachee?
8. Who, if any, held power or control in this session?
9. What do I want to make sure I integrate into my coaching?
10. What do I want to avoid in my coaching?
11. What other learning, observations and tips am I taking away from this session?
12. What questions and reflections do I now have for my mentor coach, faculty member or peers?

CORE COACHING COMPETENCY QUESTIONS

1. Which core coaching competencies were demonstrated?
2. Which core coaching competencies were not demonstrated?
3. Who offered the agenda or focus for the session?
4. Who was the session about?
5. Which Ethical Guidelines and Professional Standards were present?
6. How evident was mutual trust and respect between coach and coachee throughout the session?
7. What demonstrated that the coach was engaged in active listening?
8. What could you say about the characteristics of powerful questions in this session?
9. What could you say about the characteristics of direct communication in this session?
10. What new awareness did the coachee articulate?
11. Was a next step communicated before the session ended?
12. How was the coachee set up for success?

For these questions in worksheet format, please download the "Audiotape Learning Worksheet."