

## Table showing different types of Coaching

	<b>Skills</b>	<b>Performance</b>	<b>Developmental</b>	<b>Transformational</b>
Origin	Sports	Competency based Assessment/ Psychology	Counselling Psychotherapy	Religious/Spiritual Personal Growth
Psycho-logical Approaches	Sport Psychology NLP Inner Game	Cognitive Behavioural NLP Hypnotherapy	<b>Gestalt</b> , Psychoanalysis Rogerian person- centred	Jungian analysis Existentialism Psychosynthesis
<b>PROCESS</b>				
Timeframe	Depends on skill and the standard	Short term & specific	Medium term & broad	Life time & unknown
Orientation	Present - Future	Present - Future	Past – Present	Present
Focus of activity	Acquisition of specific Skills.	Goal orientated Solution focused Business objectives – corporate priority	Person centred Personality focused Personal objectives	Reason for existing/living/being Nature of existence Spiritual/Transpersonal
Change	Behaviour	Behaviour focused	Values and Attitudes	Core Beliefs
Mode	Behavioural Practical Functional	Rational/Cognitive/ Behavioural	Emotional/Physical	Spiritual Religious
Coaching Session practice	Focus on specific component that is to be practiced	Focus on <b>what</b> the goals and outcomes for the session are	Focus on <b>how</b> the coachee is doing, feeling in relationship	Totally <b>emergent</b> – whatever is figural at the moment
<b>PEOPLE</b>				
Learning	From others Practicing. How can I do it better Single loop	Doing <b>What</b> am I doing How can I <b>do</b> it better  Single loop	Doing & Reflecting <b>Who</b> am I doing it How can I <b>be</b> a better person Double loop	Being <b>Why</b> am I doing it – what's the point How can I <b>live</b> better Triple loop
Self	Self in relation to skill acquisition	Self in relation to task	Self in relation to others	Self in relation to 'god'
Work focus	Coachee – specific skill	Coachee – task	Coach – Coachee relationship	Coachee – 'god' relationship
<b>OUTPUT</b>				
Motivation	To be the best at the skill	Doing better next time Ambition Competence	Managing psychological blocks and drivers	Letting go Free of achieving, striving
Goal	Action	Knowledge	Experience	Wisdom
Driven by	Mastery of a skill	Achievement - Targets	Personal Growth	Nothing – Non-action
Aiming for	Ability to master as specific activity	Clarity, focus and certainty	Clarity out of ambiguity Direction from uncertainty	Accepting ambiguity/complexity Uncertainty as a given
Measure- ment of success	Standard of achievement	Behavioural – task completion	Job satisfaction and self worth	Sense of well being

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References to Milan/ West- Reflecting Glass ch 1 Witherspoon- Coaching for leaders ch 15.