



## Frequently Asked Questions

- **What is the difference between one-on-one and group coaching?**
- **How effective is one-on-one and group coaching?**
- **Where do the coaching sessions take place?**
- **Is coaching a profession?**
- **How long should I be coached for?**
- **Does the coach give the answers to the client (coachee)?**
- **Is the coach a teacher or mentor?**

### **What is the difference between one-on-one and group/team coaching?**

**One-on-one coaching** involves and is between only two people, namely the coach and the client (coachee).

**Group/team coaching** involves and is between the coach (sometimes more than one coach) and a group or team of individuals. The group/team is often from the same unit, department, division, and so on, within a company/organisation.

### **How effective is one-on-one and group/team coaching?**

Coaching is as effective as you and the group/team allow it to be. You have the power and CHOICE to make it a success for YOU, your team and your company/organisation. The POWER to change from your current state to the desired future state is entirely in your hands. It is YOUR choice!

### **Where do the coaching sessions take place?**

One-on-one coaching normally takes place at a set venue. That is, not at your home or work place.

If a number of individuals are being coached within a company/organisation, one-on-one and group/team coaching often takes place on the premises of those individuals or teams company/organisation (unless otherwise requested).

### **How long should I be coached for?**

One-on-one and group coaching can vary from a couple of hours, a number of hours over a couple of days, once a week for six months or even up to a year. The length of time that you (individual or group) wish to receive coaching depends entirely on what and how much you want out of and want to achieve in your life, team, or company/organisation through coaching. The amount of time that you and or your team require coaching is generally determined in the first couple of coaching sessions (one-on-one) or a pre-coaching meeting (groups) and regularly re-evaluated thereafter.

### **Is coaching a profession?**

The coaching "profession" is growing exponentially worldwide and used by individuals and organisations, small and large. This is a direct response to the **numerous** benefits (place a hyperlink to Benefits) that coaching brings to the table. As a result, there are a number of coaching bodies across the world, most of which offer some form of coaching certification. Over and above Coach Certification, some universities (the University of Middlesex in the United Kingdom for example) offer Masters, Doctorate and Phd's in Coaching.

We strongly urge you to use/choose a coach/s that is certified, as there are generally accepted (amongst the coaching fraternity) guiding principles and best practices used by certified coaches (not to say that non-certified coaches are not aware of and don't use these guiding principles). The choice is ultimately up to you as to whether or not you use a certified or non-certified coach.

So **yes, coaching is a fast growing profession**, which can bring immense benefit to you and or your company/organisation.

### **Does the coach give the answers to the client (coachee)? Who takes responsibility for the clients learning?**

One of the cornerstones of successful coaching and resultant client growth is that the client takes **accountability** for finding the answers through (amongst other methodologies) goal setting, the formulation of specific actions to achieve their goals, ACTION and learning. So, no, the coach does not give the answers to clients. Coaching is based on **adult learning**.

### **What is adult learning? (Facilitated through coaching)**

- Clients (coachee) evaluate their situations and performance to determine what material needs to be learned;
- Learning coach - development and future orientated = sustainable business;
- Clients determine what style of learning would suit their personal style best based on their self knowledge;
- Clients set goals and measurements to evaluate the effectiveness of their learning. Empowerment exists and brings benefits;
- Clients take responsibility for their own learning. They understand that they are responsible for finding the resources that they need to achieve their learning goals;
- Clients apply their learning in improved performance or changed attitudes or behaviours in a broad range of situations. Creativity is enhanced;
- At the more self directed and self organised end of the continuum, adults are able to view their activities in terms of the underlying assumptions and take steps to change those which need to be altered in order to make permanent progress;
- Learning to learn is a valued, long-term activity.

### **Is the coach a teacher or mentor?**

The coach is neither! The coach is the instrument that enables self mastery in coachee's. Furthermore, the coach is the instrument that enables you to empower yourself, find all the answers and become a highly effective, value-add, focused, high performance, transformed, fulfilled, purposeful, balanced individual.

The **benefits** will give you a comprehensive overview of what you can strive towards achieving through coaching.