

Simone Peer, Inc.

PROFESSIONAL CERTIFIED COACH - ICF MENTORING/SUPERVISION

GP1: People Have Something In Common - COACHING CASE STUDIES

1. Client is going through a divorce and says, "My husband/wife is so difficult to deal with. I just can't wait to get it over with!"

Facts: divorce
not finalized

Curiosities: difficult frustration
impatience

Let's say _(student's name)_ has been through this same scenario.

(Student's name), What is the biggest reason you couldn't wait to get it over with?

Collect the response data: Walking eggshells, s/he is so petty and mean, etc.

Coach Approach: What makes this so difficult for you, Client?

Actual Client Reason: Work schedules so full and unpredictable that mediation/ attorney/court appointments are always rescheduled pushing this out further and further. It's been two years already and client is ready to move on with their life.

Coachable Directions: depending upon the client's answer, we go with it and might find it leads to:

- they don't really want to end it right now,
- they have boundary issues,
- they don't trust the attorney if they're not there, etc.

2. Client has a long-time friend and says that they've outgrown them and is reluctant to say something, so keeps avoiding calls or making up excuses to not get together.

Facts: long-time relationship avoids calls
lies to avoid time with person

Curiosities: reluctance outgrown how
why avoid & lie vs tell

PREPARING COACHES TO MAKE IT, so THEY NEVER HAVE TO FAKE IT!

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Let's say _(student's name)_ has been through this same scenario.

(Student's name), What is the biggest reason you couldn't say something?

Collect the response data: Ex. hurt their feelings, like family, etc.

Coach Approach 1: If you could SAY ANYTHING you wanted without any consequences what would that be?

This gives them permission to say out loud what's really going on for them. Usually the follow up will be: What stands in the way of you saying this?

NOTE: the coaching is likely not going to be about delivery style, it's going to be about something else, so hold on, dig deeper and find out what it is, or perhaps what it's costing them to not say this.

Actual Client Reason:

1. afraid to hurt their feelings
2. rely on them for something don't think they can get otherwise: money, babysitting, rides to important appointments

Coach Approach 2: If you say something, what are you most afraid of happening as a result?

Client: "I'm afraid I'll hurt their feelings."

Coach: "What's that really about?"

Coachable Directions: depending upon the client's answer, we go with it and might find it leads to:

- they're really don't want to get hurt themselves -not being liked or approved of-, so they tell themselves they don't want to hurt other person
- they don't think they have any choice if they are 'beholden' to them for what they're getting in return - there is ALWAYS a choice - they just may not be preferences available at the moment
- what if the person didn't respond like they thought, then what?
- boundaries, integrity, standards, unmet needs (lots of personal foundation elements might be at play - could help them to develop their foundation and do what they can along the way.

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3. Client is dealing with finances. They are trying really hard to get out of consumer debt and establish retirement security, but they keep spending money like crazy, so can't save any for retirement and feel stressed about it.

Facts:	consumer debt spending money	retirement on their mind saving money on their mind
Curiosities:	spending crazy retirement	debt saving

Let's say _(student's name)_ has been through this same scenario.

(Student's name), What is the biggest reason you spent when you really thought you should be saving?

Collect the response data: Ex. Big spender, shopaholic, head in the sand, etc.

Coach Approach: Reflect then Question the discrepancy - "Client, it sounds like the current financial plan isn't working for you. What's that really about?"

Actual Client Reason:

1. trying to look good in front of others; buying their approval with expensive gifts and dinners, spending on luxury cars, clothes, jewelry, vacations can't afford

Coachable Direction: personal foundation development - will need to help them discover what they are really looking for like an unmet need that is driving this uncontrollable behavior. It won't stop permanently until they get the need met permanently.

2. car broke down, emergency medical procedure not fully covered by insurance, tuition due with an unexpected increase because of COVID protocols

Coachable Direction: they realize they don't have an emergency account for unexpected expenses and revisit plan to account for this going forward

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