

COACHING FAQs

GILLESPIE ASSOCIATES

What is professional coaching?

ICF (International Coach Federation) defines coaching as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. Coaches honor the client as the expert in his or her life and work and believe every client is creative, resourceful and whole. Standing on this foundation, the coach's responsibility is to:

- Discover, clarify, and align with what the client wants to achieve
- Encourage client self-discovery
- Elicit client-generated solutions and strategies
- Hold the client responsible and accountable

This process helps clients dramatically improve their outlook on work and life, while improving their leadership skills and unlocking their potential.

What are some reasons that someone might work with a coach?

There are all kinds of reasons. You may have a particular challenge that you are facing right now and need someone who is trained to listen to what you are saying or not saying. You may have an exciting possibility ahead, but need some perspective before jumping forward. You may just be feeling stuck or burned out. The reasons are endless.

Where is coaching conducted?

Coaching can be done in person or over the phone (or Skype etc.) Our experience and more formal studies have shown that phone coaching is just as effective as in person. We have engaged in successful coaching relationships with people in our home town and as far away as China.

How long do coaching sessions last?

Typically a session will be around 45-50 minutes, but it depends on your particular coach. All of this will be discussed during your initial conversation.

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G I L L E S P I E A S S O C I A T E S

- **How many sessions do I sign up for?**

Again, this will vary, by coach and situation. However, a good rule of thumb is 6-8 weekly sessions.

- **What if I don't think the coach is a good match for me?**

We all offer an initial sample session, free of charge. This gives you an opportunity to have a real coaching session and get to know your coach to see if it is a good fit.

- **Is the conversation confidential?**

Absolutely. You are free to talk about our conversations with whomever you would like. We, on the other hand, do not disclose any part of the conversation, including who we are working with. It's in the vault! If your organization is paying for this, we will talk through confidentiality with you ahead of time.