

## What is Discovery?

Discovery creates a solid footing upon which the coaching relationship is built. It is a key step that allows coaches and clients focused time and space to:

- Establish trust, confidence and credibility in the coaching relationship
- Clarify logistical details
- Build a strong, conscious Designed Alliance
- Create essential coaching “Tools” such as Values, Vision, Life Purpose Statement, Leader Within, etc., to have on hand for ongoing coaching
- Establish and/or fine-tune clients’ goals and means of measuring progress toward the achievement of those goals
- “Train the client” in terminology or jargon the coach may use
- Get to know one another better

Just as there is no singular “right” way to coach, there is no right or wrong way to go about structuring Discovery sessions. (It could be argued, quite reasonably, that the only true “wrong” way of approaching Discovery is not to do it at all . . .) On one end of the spectrum, one coach’s Discovery can be many hours-long, thoroughly covering all the bullet-points in the above list or every bit of the Discovery Session Template diagram. (See ELG Page 5) At the other end of the spectrum, another coach may choose to focus on just a few select points that the coach finds valuable – creating just enough of a foundation to support their budding coaching relationships.

### When Does Discovery Happen?

Because Discovery forms the foundation upon which the work of Co-Active Coaching rests, it’s important to hold Discovery sessions with new clients as soon as possible. Here is a table illustrating the flow of a typical coaching relationship.

As you can see from the above table, Discovery is the step that comes after coach and client have agreed to work with one another - and prior to moving ahead with ongoing coaching.

### Discovery Components

Below are a number of possible components you may choose to use as you design and re-design your own Discovery sessions. As you look over this basic list, be curious



about what information and tools you'd like to have in place in order to serve your clients. What appeals to you and your developing coaching style? What would you like to experiment and/or play with in your coaching? Keep in mind that what you design today you might choose to redesign and change tomorrow!

## **Tool and Resource Development:**

- Mining for Values / Values Clarification
- Life Purpose
- Leader Within (Captain)
- Design the coach to best serve the client
- Wheel of Life and/or Organizational Wheel
- Fleshing out client's saboteurs

## **Focus of Coaching:**

- Client's Goals
- Metrics/Measurements of Progress
- Client's Vision and/or Dream for their Future
- Habits client would like to develop – or break
- Commitments

## **Train the Client:**

- Jargon (coaching-specific language that may be used with clients)
- Requests and Challenges (Yes, No, Counter-offer)
- Handling Homework
- Designing Accountability Structures
- Intruding
- Speaking "Hard Truths"
- Permission to "push" and "push-back"
- Professional Boundaries

## **Logistics:**

- Scheduling
- Payment options (This is often addressed prior to getting hired)
- Cancellation and Other Business Policies
- Forms
- Assessment Options (If used)

## **This Seems Like A Lot!**

It is!

As we mentioned above, it isn't necessary to include everything on this list in your Discovery sessions – and doing so would likely be exhausting, overwhelming and time-consuming. For the purposes of tonight's homework – and to provide some fodder for a conversation we'll be having in class tomorrow afternoon – here's a three-step process to complete before we meet tomorrow:

## **Step 1 - Answer the following questions:**

- Who are my ideal clients?
- What would I like to include in my Discovery sessions with my clients?
- What will having a solid foundation of Discovery do for me, my coaching and my clients?
- Which items on the list above would I like to gain experience with?
- What background information would I like to have from my clients?
- What on the above list looks like fun?

## **Step 2 – Create a first-draft of your own Discovery Session to use with new clients that you will bring to class with you tomorrow**

- Do it any way you like! (Bullet-points, images, vision-board, mind-map . . . Make it your own!)
- Let go of “getting it right . . .”
- Notice your saboteur if and when it shows up
- Enjoy the process

## **Step 3 – Select and invite at least three people to experience your newly-designed Discovery session between now and the beginning of your Balance Course. (They don't have to be clients . . .)**