

The Coaching Relationship

You are the expert in your life. This is what sets coaching apart from a relationship with a friend, colleague or mentor. Coaching is not advice giving, mentoring or counseling. Your coach will ask powerful questions, make observations, challenge and champion you in ways that help you stay on track to get the results you want. Through inquiry and reflection, you will tap into your own abilities, staying true to your values as you overcome barriers and conquer challenges.

Coaching begins with where you are today and helps you get clear on where you want to go. Through a coaching relationship you will develop actions and accountabilities to help you achieve your goals.

At its core, coaching provides you, the client, with the opportunity to focus on what is important to you and help you uncover your abilities to achieve the personal and professional outcomes you desire.

All coaching conversations are strictly confidential. Coaching is one-to-one and can be done in person or over the phone. Sessions typically are for one hour every two weeks.

Some questions to ask yourself to determine if coaching is right for you:

- Do you want to be a better leader and don't know where to start?
- Is there an area of your work or life in which you want greater success?
- Is there a challenge you are undertaking or tough decision you need to make?
- Are you feeling stuck in some area of your work or life?
- Do you want clarity on an issue that you can't seem to figure out?
- Do you want to stop doing something and just can't say NO?
- Do you want to have more confidence in work and life?

Here is what others are saying about their coaching experience:

"The free coaching service offered by Capital Health is an *invaluable resource to physicians* and other members of the organization. Working with a coach is significantly *improving my effectiveness as a leader* in the organization. In an environment of unconditional positive regard my coach gently guides me to *identify solutions to problems*, assisting me in *negotiating difficult situations*, resolving conflicts, and improving time management. On occasion I have been able to apply the skills learned to my personal life, indirectly improving my professional effectiveness. Coaching requires a minimal amount of effort and is a *very worthwhile investment of time.*" ---Division Chief, Capital Health

“I was motivated to do some management training courses but unable to due to the time commitment. When coaching was offered as an alternative I was skeptical but decided to try it. The best feature is that it is ***offered at convenient times and in my office if I choose***. I realized that I have never had 1 hour of ***time to concentrate solely on myself; how I am and how I want to be***. As physicians, we do not take time from our busy schedule to think about this and plan for it. Coaching facilitates this. I now take 1 hour off every 2-3 weeks to plan and concentrate on myself. I ***set goals*** for the next meeting and my coach ***holds me accountable*** to make sure I reach my own goal within the stipulated time. This is ***doing wonders to my personal development***.” --- Physician at Capital Health

“Coaching has provided me with a ***forum to better plan, coordinate and structure my approaches*** to both work and life. In my 10 months of working with my coach I have seen a ***marked improvement in my leadership and confidence*** managing a multi-disciplinary team. The interactions with her ***guide me in planning and managing complex issues*** in a future-focused way. The regular meetings provide me with the opportunity to prepare for the discussion and this process has been a grounding one; one that has ***made me more-mindful*** in both my personal and professional aspects of my life. My peers have seen a positive change as well.” --- Health Services Manager

To learn more or to schedule a sample session, please contact Lorie Campbell, Certified Professional Co-Active Coach (CPCC), in the Physician Services Department, at lorie.campbell@cdha.nshealth.ca or 473-4313.

A complete list of Capital Health coaches and their profiles can be found at <http://www.cdha.nshealth.ca/my-leadership/documents> under Capital Health Coaches – My Leadership.