

Coaching basics Part 2

Professor Steve Elzinga

Making the directive more non-directive by using challenge and encouragement

Hebrews 10:24,25 Let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.

Why is this needed?

It would not be needed if all you did as a coach is be directive when it comes down to teaching your client something. You would just teach it.

Why is this needed?

When you try to teach something in a more semi-directive manner you are relying, to a great deal, on your client to figure things out. This requires challenge and encouragement.

When is challenge appropriate?

When the client seeks to pursue a course of action that could hurt the client and others.

i.e. Church consulting

When is challenge appropriate?

2. When the client settles for a partial understanding of a concept and needs a push.

i.e. Church consulting

When is challenge appropriate?

3. When the client does not see the obvious poor practices that are contributing to a lot of suffering in the life of the client
i.e. Church consulting

When is encouragement appropriate?

1. When the client is filled with fear of failure and needs a lot of encouragement to be more active in figuring out a concept that is being taught
i.e. Church consulting

When is encouragement appropriate?

2. When the client is on the right track to figuring something out
i.e. Church consulting!