

Mentoring and the Co-Active Model

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I discovered during certification a few years ago that I had ability and a true love for working with coaches in training. As part of the CTI certification program, I assisted all of the core curriculum classes and found the excitement of being around newer coaches to be irresistible.

I also worked with my own coach during that time; I discovered early on that an important part of my own work with my own CPCC coach including the mentoring piece. There were many times when I would call my coach for our regular session and what I truly needed was the ability to ask advice, talk about some of my experiences with my clients and at times ask her specifically, in her experience, WHAT DID SHE THINK. We, of course, had designed our coach-client relationship to include that very important piece and I am grateful to this day for her willingness to share her expertise and knowledge, when I would request it.

As I have worked with coaches in training/certification, I have often thought about how mentoring and the Co Active Model intersect. How do we hold our clients as naturally creative, resourceful and whole AND at times answer specific questions or even give specific advice (when asked for by the client)? We go right back to the model. If we are listening at that deep level, we will know what our coach clients need/want. It is dancing in the moment and asking questions from a place of deep respect and love for our clients. What is it they need at this moment in the coaching? Sometimes being quiet and letting the client be with their own questions would be way to go. At other times, it may be that we can offer a thought or experience that can help them in their learning journey while still holding them as totally NCRW.

We all know the critical role that designing the alliance takes in our coach-client relationships. I believe it is even more critical for coaches who work with coaches in training to consciously design their alliances with their clients. What is the client looking for? Do they want the mentoring piece? What does "mentor" mean to them? How do we uniquely support a coach in their learning of the Co Active Model AND also be the mentor and best support person we can be as another new coach launches into the business and coaching world?

I have concluded that it continues to be a fine line to totally embrace and honor the Co-Active Model with our coaches in training AND to allow within the space of the relationship a place of permission to share our knowledge and expertise in service of our clients and their agenda. For me the question always is: from where I am sharing my knowledge? I can share my knowledge from a place of being the "expert" or I can share my knowledge from a place of offering them my experience or thoughts. The power remains with the coach client

for them to decide if and whether that piece is helpful to them. The key is to not be attached!

As we stay conscious of our own starting place and ever mindful of always holding this client as the ultimate expert in their own lives, we can co actively swim with our clients in the waters of their coach learning and growth while knowing that co active mentoring that is a part of these beautiful waters.

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