



The Role of Coach vs. the Role of Client

Role of the Coach	Role of Clients
Help clients clarify what they want	Seek clarity on what they want
Assist clients to develop a vision of where they want to go	Develop a vision of where they want to go and what they wish to accomplish
Help clients discover and develop their personal mission and passion	Get in touch with their passion and create a fluid mission statement
Assist clients with determining their most important values in rank order	Engage in a value-clarification process and allow those values to guide their decision-making process
Help clients identify what they have already done and give them credit for what's already been accomplished	Do a thorough inventory of what they have already done to prepare for and move in the direction of what they want
Create a celebration and anchor of successes	Learn to celebrate and anchor success
Assess skill level and abilities. Recommend needed skill acquisition or educational opportunities	Determine what deficits exist in their knowledge base and skill level and make plans to close that gap
Assist clients in self-evaluating their progress thus far with honesty and accuracy	Self-evaluate with integrity
Help clients develop future goals	Develop future goals
Assist clients with breaking those goals down into manageable steps	Break goals down into manageable steps
Together with clients anticipate and plan for possible obstacles to success	Anticipate and plan for possible obstacles to success
Record commitments from clients on their next actionable steps	Make commitments on actionable steps. Make it a stretch and a challenge but definitely doable
Assess progress and give credit for all that was done instead of focusing on what wasn't	Make progress on their action items and focus on that progress
Hold clients accountable for the agreements they make	Honor any and all agreements made with their coach
Help clients in make adjustments to their plans as needed	Be attentive to their course and flexible enough to make adjustments as needed
Support clients through difficult times	Don't give up
Do not accept excuses	Don't make excuses
Maintain the proper balance of support and challenge depending on client need	Utilize their coach when they need help, celebrate with him or her when they are successful and most of all, use their coach when they need inspiration
Assist clients with uncovering self-sabotage through skillfully asked questions	Openly and honestly examine any situations in which they may be engaging in self-sabotage
Teach clients the Triangle of Choice—change their wants, behavior, or perceptions	Learn and enact the Triangle of Choice by changing what they want, their behavior, or their perception