

Development of
interdisciplinary skills for
cooperation and conflict
management

DISCOM



SETTING GOALS

Set Professional and Academic Goals by Means of Modern Coaching

"It's Not OVER Until You Win! Your Dream is Possible"
-Les Brown

What is coaching?

Everyone wants to be happy and more satisfied with their life but many don't know how. Therefore, coaching helps to become more self-aware. It unlocks your potential in order to maximise performance in professional and personal life.

Simply put, coaching is an art of questioning. Good coaching questions are inspiring and empowering. Coaching requires special skills to be "other-oriented", by paying emphatic attention to the coachee, yet not giving advice, but encouraging to open personal inner resources of the coachee. Coaches are great listeners, yet maintaining clear focus on development of the coachee.

Coaching supports people at every level in becoming who they actually want to be by building self-awareness, empowering choices and leading to change. Coaching links the world of dreaming with the reality.

There are three main areas of coaching:

1. Goals: focusing on what a coachee wants and how they can achieve it;
2. Values: knowing what is important for a coachee and living their values to achieve goals;
3. Beliefs: challenging limiting beliefs by giving practical tasks that provide feedbacks.

It is important to distinguish coaching from mentoring, counselling and therapy. The biggest difference is that coaching mainly focuses on positive emotions and the future rather than seeking: 'what is the problem?'; 'what caused that problem?' and 'who's the one to blame?'.

Why coaching is important in our everyday life?

Coaching provides actionable realization and opportunity to grow professionally as well as personally. Although, classic coaching is a personal development process in symbiotic cooperation between a coach and a coachee, many coaching techniques can be used individually.

There is a set of practical tools co-called '**self-coaching tools**' which are helpful to reduce anxiety, panic attacks, relationship struggle and more importantly to get rid of the **habit of negative thinking**.

At the same time, self-coaching helps to gain determination, confidence, and motivation. It leads to a realization of what exactly needs to be done to eliminate psychological friction and maintain complete control of Your own life.

Self-coaching has proved to be an efficient practice, with a help of which clear goals can be set, bad habits can be given up, and other personal grows steps can be made. One should bear in mind that self-coaching can be harder than classical coaching, as the individual shall be truly motivated, self-disciplined, psychologically mature and honest to reach personal growth.

What qualities are required to start coaching?

Coaching is a practice, which can be learned by anyone. Though this is not a natural gift, but more a set of skills which can be acquired by attending coaching courses or learning from coaching books. The following eight qualities are specially needed to be a good coach or to start self-coaching:

Curiosity - a desire to explore new things and to test the boundaries. Most of the breakthrough discoveries and great inventions were result of curiosity.

Resourcefulness - coaching assumes that you already have all the resources you need or you can find them in order to become a person you want.

Openness - try to be open and be ready to review your ideas about yourself and other people.

Determination - Only a short-term result can be called a failure. The best way is to learn from the experience until you get the result you want.

A sense of fun - usually learning process is associated with boredom, coaching gives a completely different experience. It is enjoyable and fun as includes a lot of practical activities.

Flexibility - if you keep doing what you have been always doing, you will get same results over and over again. Be more creative and flexible in trying different ways to achieve your goals.

Full participation - coaching is a safe 'place' for all of the personal stories and questions. Be sincere and put in it as much as you want to get in return.

Knowing what you want - when you are clear about what you want in life, you won't miss your opportunities to get it. It is very important to have your goals straight in order not to waste time on less significant things.

What skills are required to do self-coaching?

In the modern fast changing world, daily calendar may be too busy and only self-coaching is possible.

In order to engage in this practice, three important skills shall be worked on:

1. Self-observation. Focused attention and self-awareness are required to practice self-observation. Mastering the self-observation skill can help to analyse own feelings, thoughts and actions as that would be done by a professional coach.

2. Non-judgmental approach. Criticism and negative attitude are undesirable traits in coaching. Therefore, non-judgmental approach is necessary especially in self-coaching as we are the worst judges of ourselves. Positive attitude towards each person, yourself included, is more helpful in personal growth than criticism.

3. Conscious responses. Through process of honest and fair self-analysis is the third skill required in self-coaching. Responses can be received in a process of inner dialogue, by using a number of written and visual coaching techniques and tools.

*Maximize Performance, Build Self-Awareness
and Set Right Goals By Means of Coaching!*



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