

There are lots of definitions about what coaching is but when all is said and done coaching is all about facilitating the process from where you currently are to where you need to get to.

It could be the improvement of a skill, a behaviour or an element of performance - whatever it is, it's this space in the middle where you need to come to the party by asking questions, probing and facilitating options and action.

If you're doing most of the talking in your coaching sessions then you're not really coaching. Depending on the experience level of your coachee you shouldn't be doing any more than 40% of the talking.

Another giveaway that you're not really coaching is that you're giving too many direct answers. Sure, you can provide options and suggestions but don't forget to ask your coachee to evaluate the merits of each one as they need to win the change.

So start thinking about facilitating rather than telling. It will make a dramatic impact on your coaching session.