



Anonymised feedback from some of Neil's Coachees on benefits from his coaching.

Shared under agreement of anonymity from my post graduate study.

My coaching philosophy:

'I will bring energy, enthusiasm and imagination to my coaching. I will challenge openly and honestly with respect, compassion and acceptance of my coachees values and beliefs being paramount.

My questions will bring insights, provide clarity and simplify issues, supporting reflection, delivering learning and enabling growth.

Silence is my greatest ally as a coach, I will always wait for it to finish.'

A summary of feedback received

*"At that point (during the coaching session - NK) it all changed, I felt like a weight had slipped off my shoulders. If they didn't buy into my goal I couldn't force them. **The issue then became how might I engage them with this goal, so they owned it as much as I did.**"*

(NK - After engaging the team in this)...

*..."I feel I made a difference with the team, people smiling, giving me feedback, checking in with me - a whole cloud has been lifted, relationships strengthened. The whole team culture has changed. I believed before **'this will never change'**, I was very close to walking out."*

NK - I have never seen a coachee so visibly lose such a heavy 'metaphorical' weight during a session. They literally walked out a foot taller. Win!

Wednesday, 19 September 2018

*"It's possible, (NK - i.e. the goal, the coaching...) helped me to realise just **how important** it is to now do it."*

"Everything is clearer, was too big/mixed up (NK - i.e. before) you have helped me unpack and make sense of it - I didn't think I could!"

"I'm a lawyer, we are not trained to think this way!"

NK - Not my most successful sessions I fear! Learning was applying innovative or highly creative techniques works best after contracting to use them/introducing them.

"Having time on my own to think - what a luxury!"

A very common reaction to taking some time to properly think and 'be stretched' during a coaching session.

"Encouraged me to reflect deeply on my management style, challenged my way of thinking. It really made me think."

This is a small summary of hundreds of coaching sessions completed over the last 9 years to give some indication fo the types of benefits realised.