



## EMBODYING A COACHING MINDSET

Our mindset becomes visible in how we do what we do, and how we approach coaching situations. Mindset is more about who we are as coaches rather than the process of coaching – it is about our attitude. In essence, a coach develops,

operates from and maintains a mindset that is **open, curious, courageous, flexible and client-centred**. To begin exploring this mindset we can consider a useful set of assumptions a coach can employ to render this mindset a reality within the coaching space over time. The question is - what would happen if you were to believe or act from the following? How would you be being as a coach if these attitudes were embodied as part of who you are?

1. Coaching is carried out in **Equal Partnership** with the client, within a 'do with' not 'do to' mindset, it is collaborative, a partnership which empowers the client to make choices about how to move towards their desired goals in a Nutrition, Health and Wellness context.
2. Clients **Model of the World** - Every client is unique and is the expert on their lived experience, they have their own personal version of feeling healthy and well. This map or model of the world is based on each person's own set of filters, background, experiences, work, profession/career, life events and circumstances, physical and social environment, lifelong habits, personal motivation and mindset and their individual purpose and meaning. Everyone – including you - has their own their own map or landscape. A client's model or map of the world includes the entire landscape of their life - environment, beliefs, values, identity, purpose, lifestyle, culture, attitudes, filters, systems of which they are part and more.
3. This leads us to a genuine **Respect for the other person's model of the world** - A coach partners with the client while *they* make a move from their **current model of the world** to their **desired model**. It is not your job as a coach to change them to your model of the world. Coaching means being open and exploring with the client from within *their* map and not imposing yours. Respect means having consideration of other people's maps, accepting that clients have a right to have a different map from you.
4. **Curiosity and Openness** – Good coaches work from a state curiosity, openness, a focus which contains a genuine curiosity about their clients model of the world. Coaches have an open demeanour and a desire for continuous learning
5. **Every individual deserves and can be empowered to manage their own nutrition, health and wellness and to thrive in their lives**. People deserve the time, consideration and space required to help them unlock their own capacity for healing and to empower them to become experts on their own health. Wellness and capacity for change is within reach of the individual (ref UKIHCA 2022)
6. **The Coach is aware and acknowledges that responsibility for change rests with the client**. The client is responsible for making their own choices, decisions and changes within the process of coaching.
7. Both Coach and Client are both 100% responsible for the success of the coaching alliance. The coaching relationship is a partnership, a co-creative collaboration.
8. **'You cannot not Communicate'** – communication is happening continuously between coach and client, consciously, unconsciously, verbally, non-verbally.
9. **There is no failure, only feedback** - Everything is a learning process. If you pay attention to feedback, then you will be able to find different ways of achieving your outcome.
10. **As a coach you are completely responsible for the way you communicate**. Effectively the meaning of your communication is the response you get, and clients will respond according to what they think you meant. Their response then is feedback to you about how effective your communication has been. Coaches are flexible communicators.

11. **Mind and body are connected** - As the body and mind are connected then if you change one it will automatically affect the other. Nutrition, Health and Wellness coaching has physical, emotional, mental and spiritual dimensions as all are interconnected.

12. **People are doing the best they can with the resources they have available** - People behave as they do because that is the best choice open to them with the resources they have at the time.

13. **All behaviour has a positive intention**, exploring a client's positive intentions behind an un-useful behaviour, can help them and other more beneficial ways to fulfil the intention in their life, ways that bring more health and wellness.

14. **Accept the person; change the behaviour** - A person and their behaviour are not the same thing. By accepting the person you can then work with them to help them to change their behaviour.

15. **Behaviour and change are to be evaluated in terms of context and ecology** - When you evaluate someone's behaviour and change then it is best done by considering the context, background and the wider system within which they operate

16. **People have all the resources that they need to make the changes they want** - People are not broken; they are whole and it may be that sometimes they allow themselves to get into unresourceful states in particular situations. As coaches we believe that our clients have all they need to succeed – they just may not realise this yet. Coaches help their clients discover what they already know and hold a firm belief in their client's ability to reach their potential, even if the client wobbles in their own certainty along the way.

17. Coaches remain **neutral and non-judgemental** while coaching. Maintaining a neutral stance is a key to the coaching relationship. Coaches do not judge, they work with the client to uncover new possibilities and help them reach their full potential.

18. Coaches have an ability to **regulate their own emotions and responses**, any items that surface are set aside for reflection and later processing as part of the coaches learning and development

19. Coaches develop and demonstrate **ongoing reflective practice** to enhance one's coaching, evaluating own learning and development, integration of learnings into coaching practice

20. A Coach knows and can **demonstrate the difference between appropriate self-disclosure and inappropriate self-disclosure**. They can set aside their own world and mindfully communicate within the client's model of the world

21. Good coaches hold their clients accountable for the plans and decisions they make during coaching, at the same time the coaches maintain their own accountability for the process of coaching and upholding the embodiment of their own coaching mindset and attitudes.

It is worth reflecting on each over time, and asking yourself *'What will be different in my coaching and for myself if I adopt this into my own mindset?'*