

WHAT MAKES A GOOD FIT?

As administrator of the Exchange Network and Student Coaching Program, over a 3-year period I've matched more than 450 coaches with clients. Responses to the sample sessions have been simply stated as either being a "good fit" or not a "good fit".

By identifying the components of a "good fit", this information is useful to make better matches, for the coach and client to design their alliance, and for marketing coaching services.

The choices below identify dimensions in which coaching styles and preferences might vary. First **choose** either A or B, then **prioritize** your preferences, ranking them from 1 to 7, with 1 being your highest priority.

Challenge vs. Ease

- A. Coaching with an edge that continually challenges and calls the client forth
- B. Coaching that is gentle and helps the client be comfortable with doing less, for the sake of more ease and peace in his or her life

Chemistry and Affinity vs. Skills

- A. Coaches who share an affinity with the client because of common interests; someone the client feels connected to, and who could be a great friend.
- B. Coaches who have expertise, knowledge and skills, and know how to effectively use them in client sessions.

Coaching vs. Mentoring

- A. Coaches who have been where a client wants to be and can tell him or her how they did it. In playing basketball it's better to be coached by Michael Jordan.
- B. Coaches who have learned how to help a client reach their potential even if they have never succeeded themselves in achieving what the client wants to achieve. In playing basketball it's better to be coached by Michael Jordan's coach.

Goals-Focus vs. Present-Moment Focus

- A. Coaching that consistently brings the client's attention back to his or her goals
- B. Coaching that follows the client's lead in working with what is most alive in him or her at the moment

Learning vs. Action

- A. Coaching that helps the client focus on deepening the learning. The client takes care of the action on his or her own
- B. Coach with strong accountability skills who helps the client select actions and then support him or her by following up on whether he or she is done.

Pace

- A. Coaching that is spacious and gives the client lots of time for reflection
- B. Coaching that provides lots of back and forth dialogue

Skills vs. Flow

- A. Coaches who are always clear about which co-active coaching skill is being used
- B. Coaches who are more interested in a natural flow of dialogue than whether coach is following/using the skills