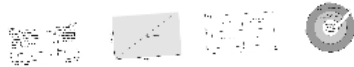


From Support
to Challenge

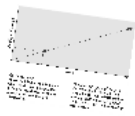


FACTS Coaching

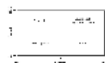


Feedback

1. Observation
2. Preparation & Opening Statements
3. Inquiry
4. Invite Input & Listen
5. Reflection
6. Action



Accountability



CHALLENGING COACHING

Going beyond traditional
coaching to face
the FACTS



JOHN BLAKEY ■ IAN DAY

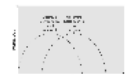
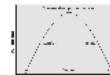
Conclusion



Systems
Thinking



Tension

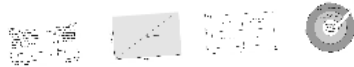


Courageous
Goals



John@JohnBlakey.co.uk
IanDay@Personal-Best.com

From Support
to Challenge

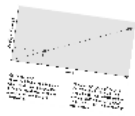


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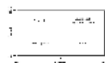


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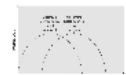
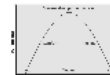
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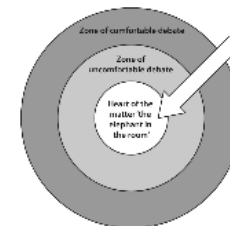
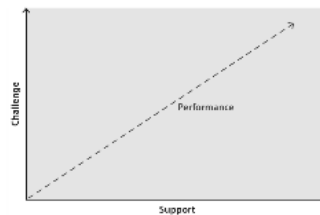
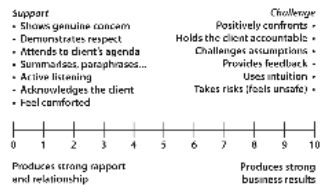


Courageous
Goals



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From Support to Challenge

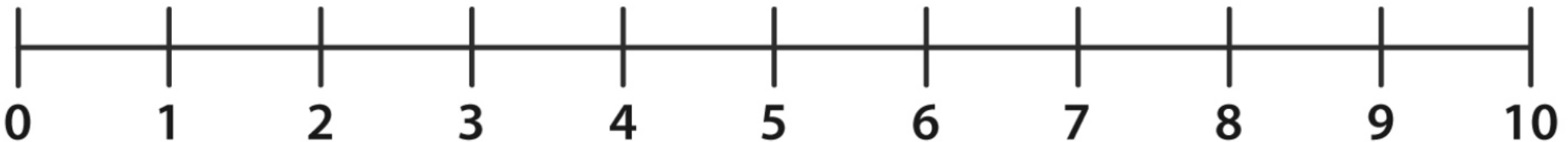


Support

- Shows genuine concern
- Demonstrates respect
- Attends to client's agenda
- Summarises, paraphrases...
- Active listening
- Acknowledges the client
- Feel comforted

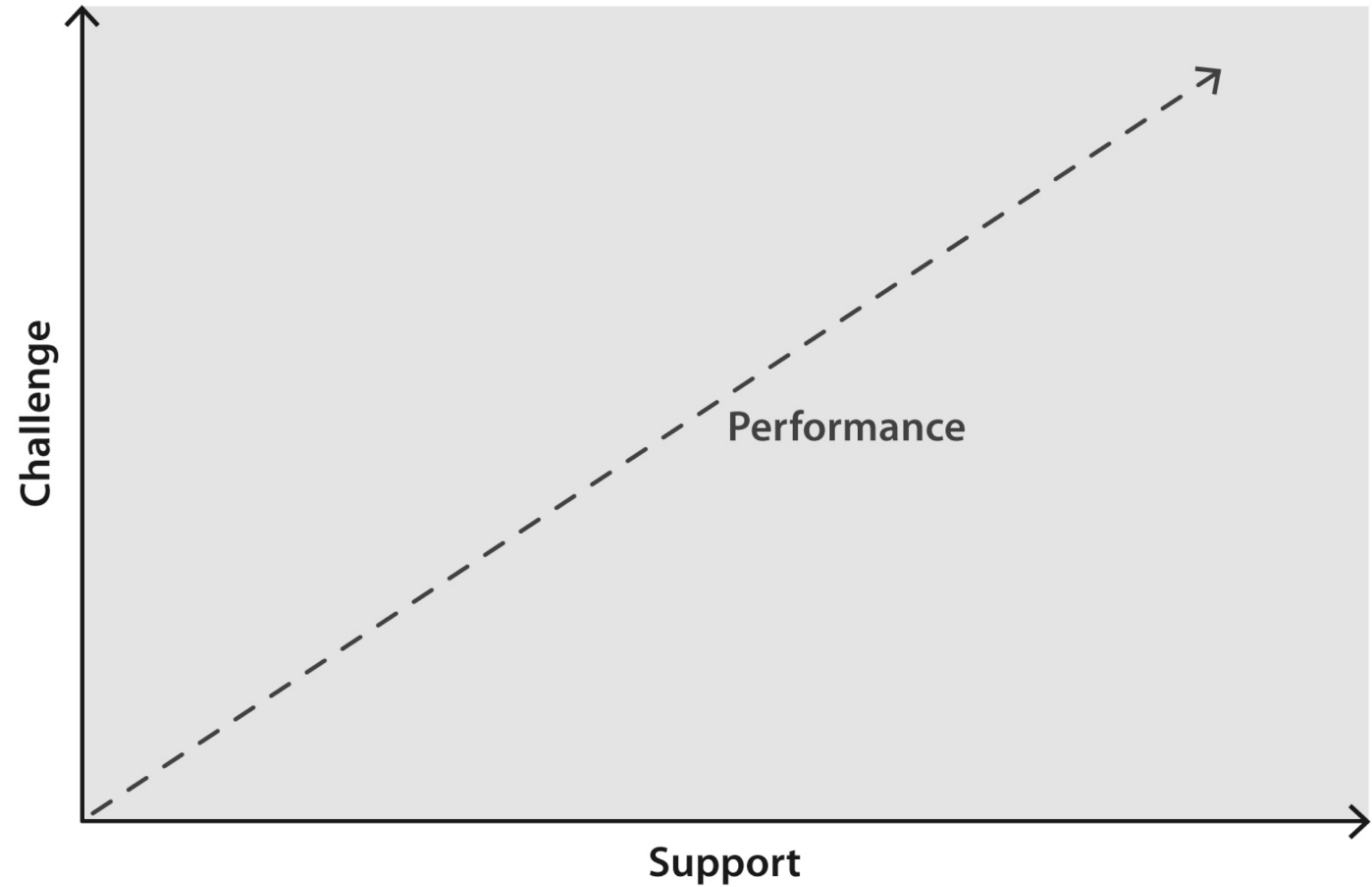
Challenge

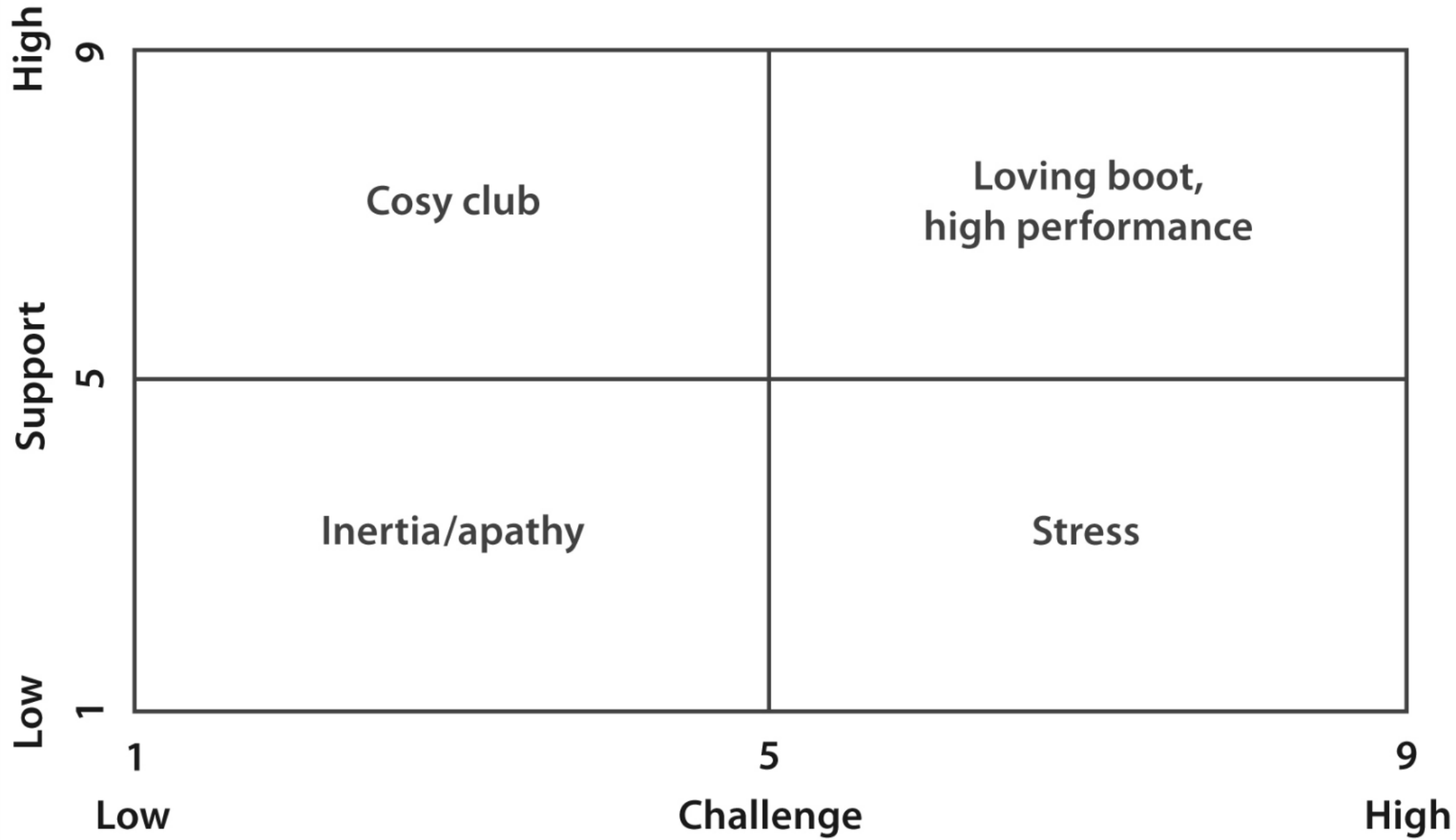
- Positively confronts •
- Holds the client accountable •
- Challenges assumptions •
- Provides feedback •
- Uses intuition •
- Takes risks (feels unsafe) •

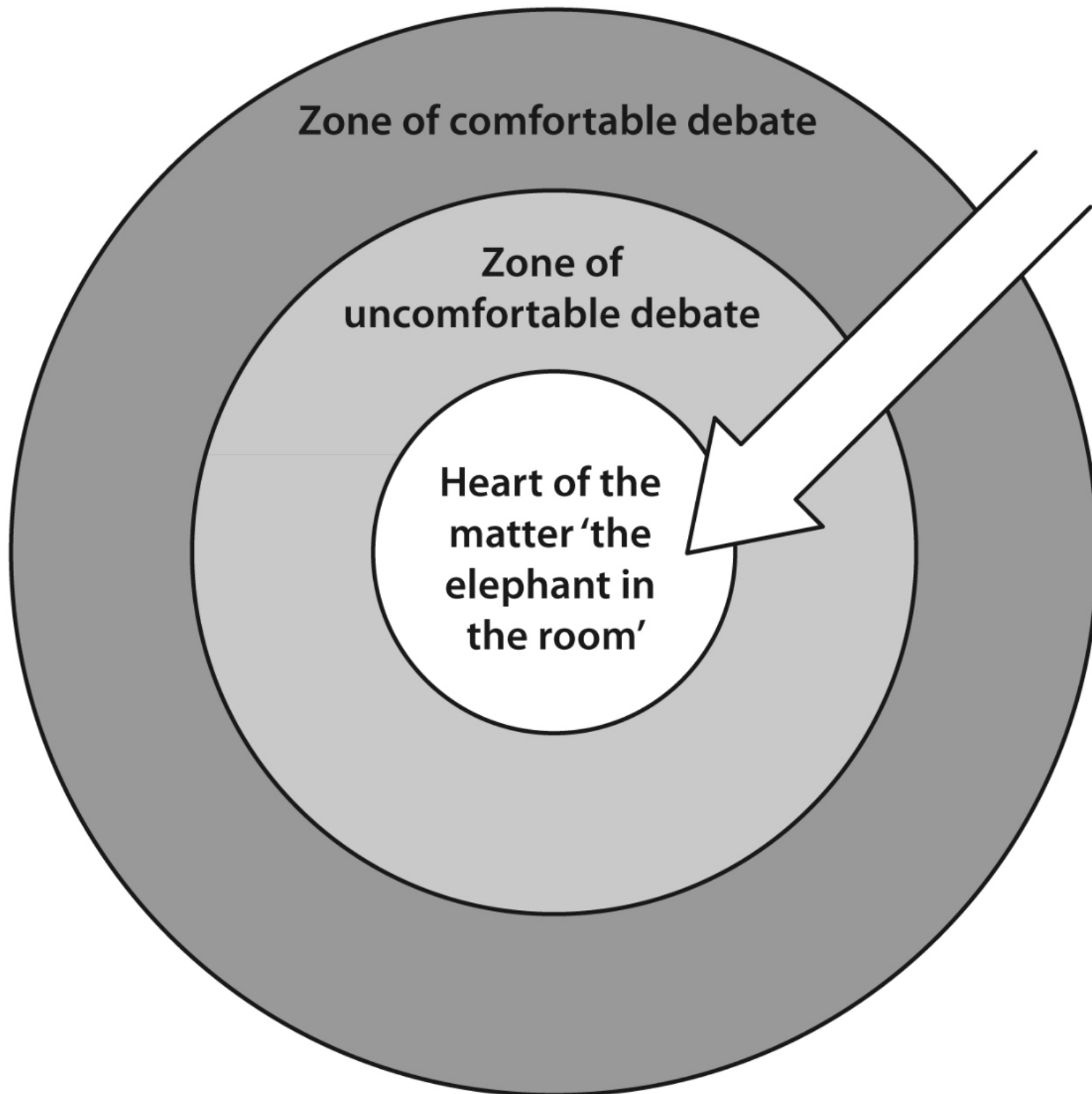


**Produces strong rapport
and relationship**

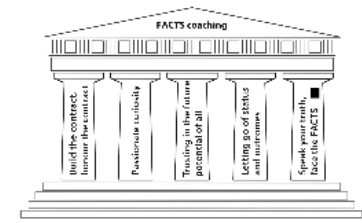
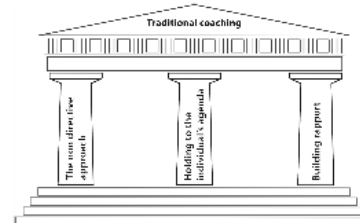
**Produces strong
business results**

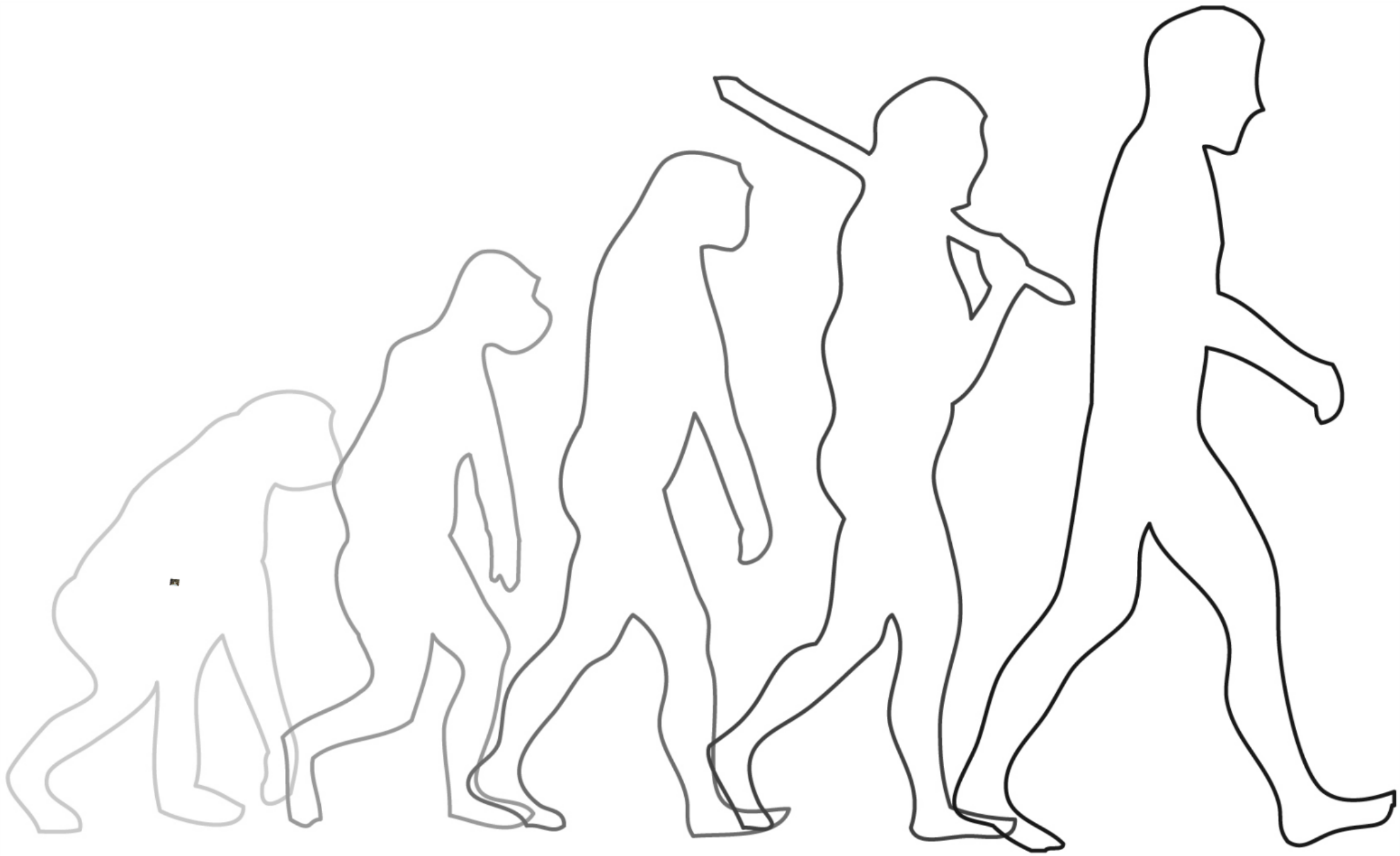




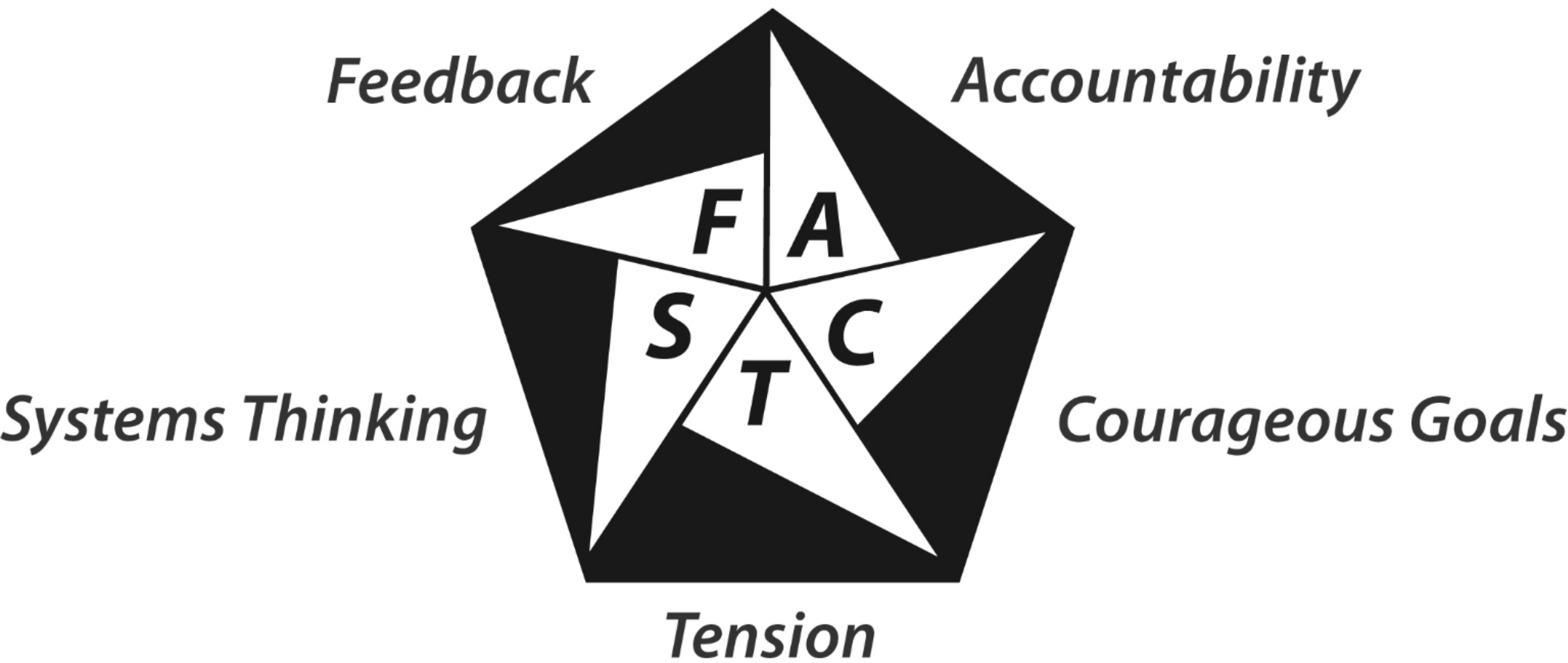


FACTS Coaching









Traditional coaching

The non directive
approach

Holding to the
individual's agenda

Building rapport

FACTS coaching

Build the contract,
honour the contract

Passionate curiosity

Trusting in the future
potential of all

Letting go of status
and outcomes

Speak your truth,
face the FACTS



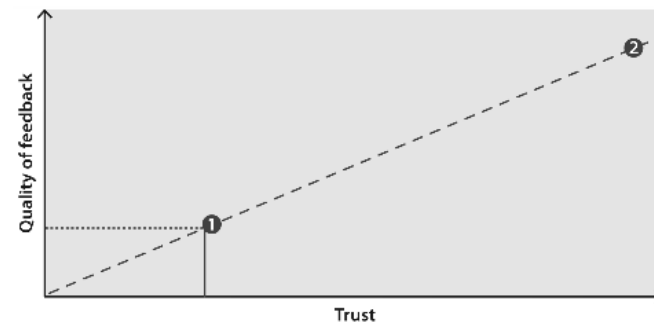
**Speak your truth,
face the FACTS**





Feedback

1. Observation
2. Preparation & Opening Statement
3. Impact
4. Invite Input & Listen
5. Reflection
6. Action



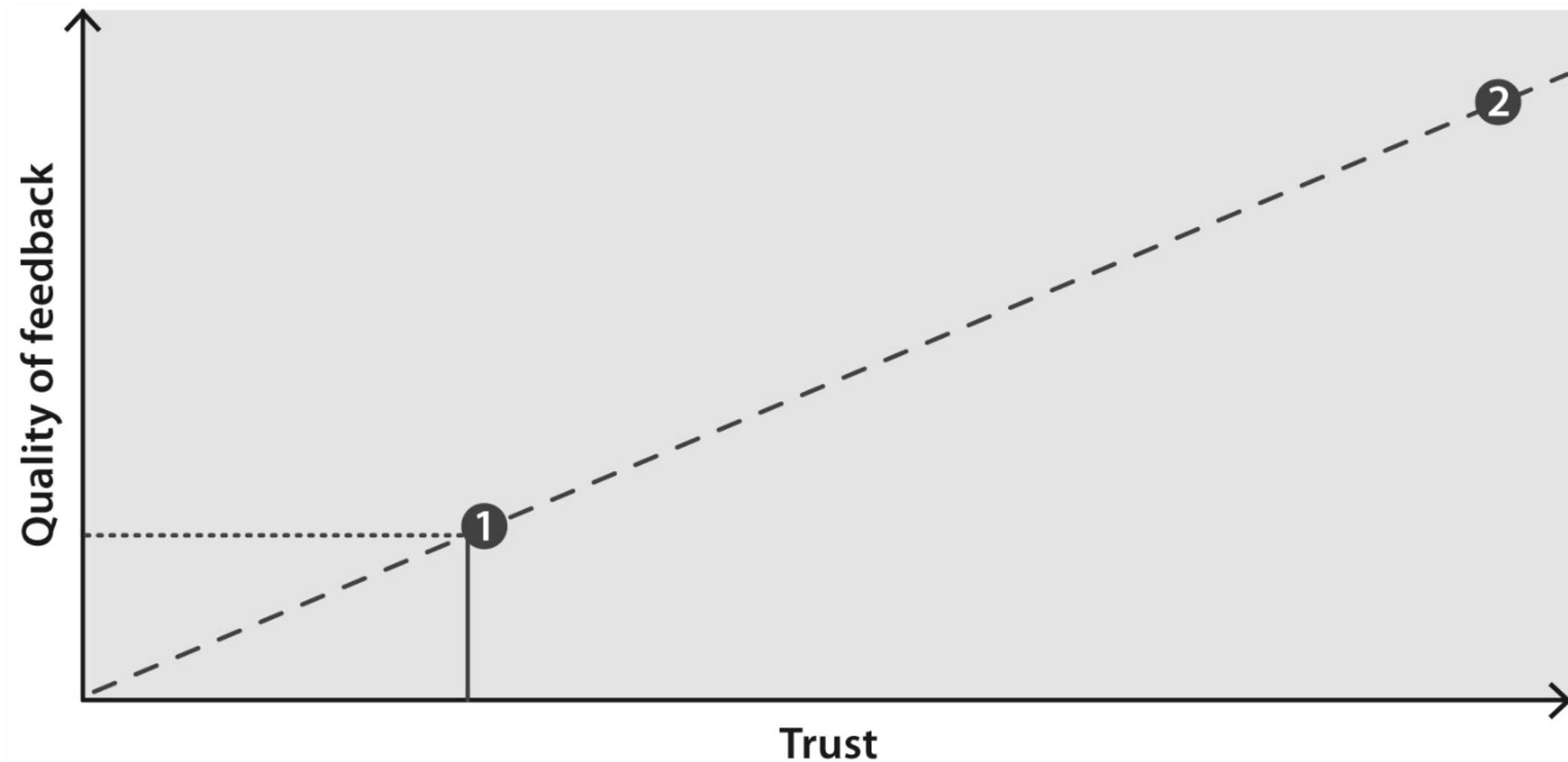
① The cosy club

Some trust, but limited feedback which tends to only be positive as fear of breaking rapport and permanently damaging the relationship.

② High challenge, high support

The relationship is very strong with a lot of trust, so both parties can say anything knowing it will be respected and the relationship not damaged.

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2. Preparation & Opening Statement
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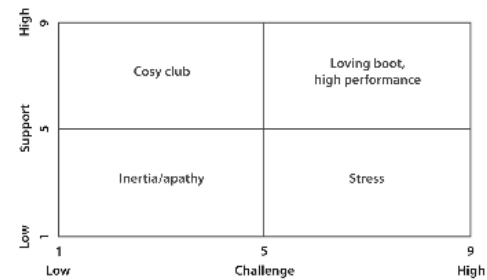
① *The cosy club*

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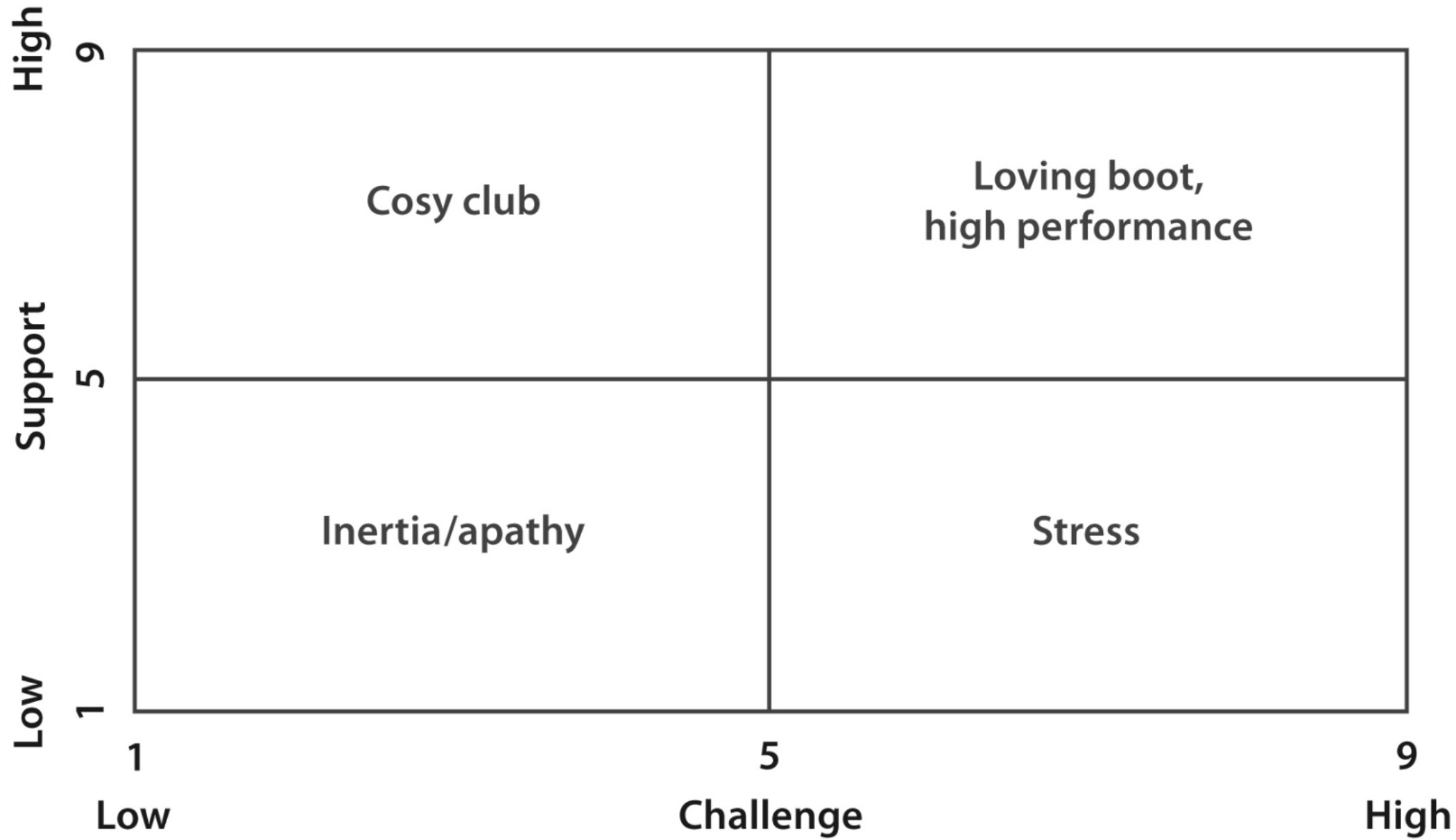
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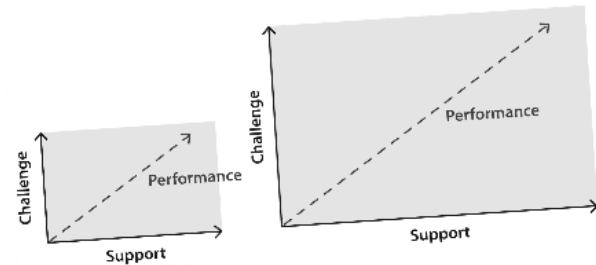
Accountability





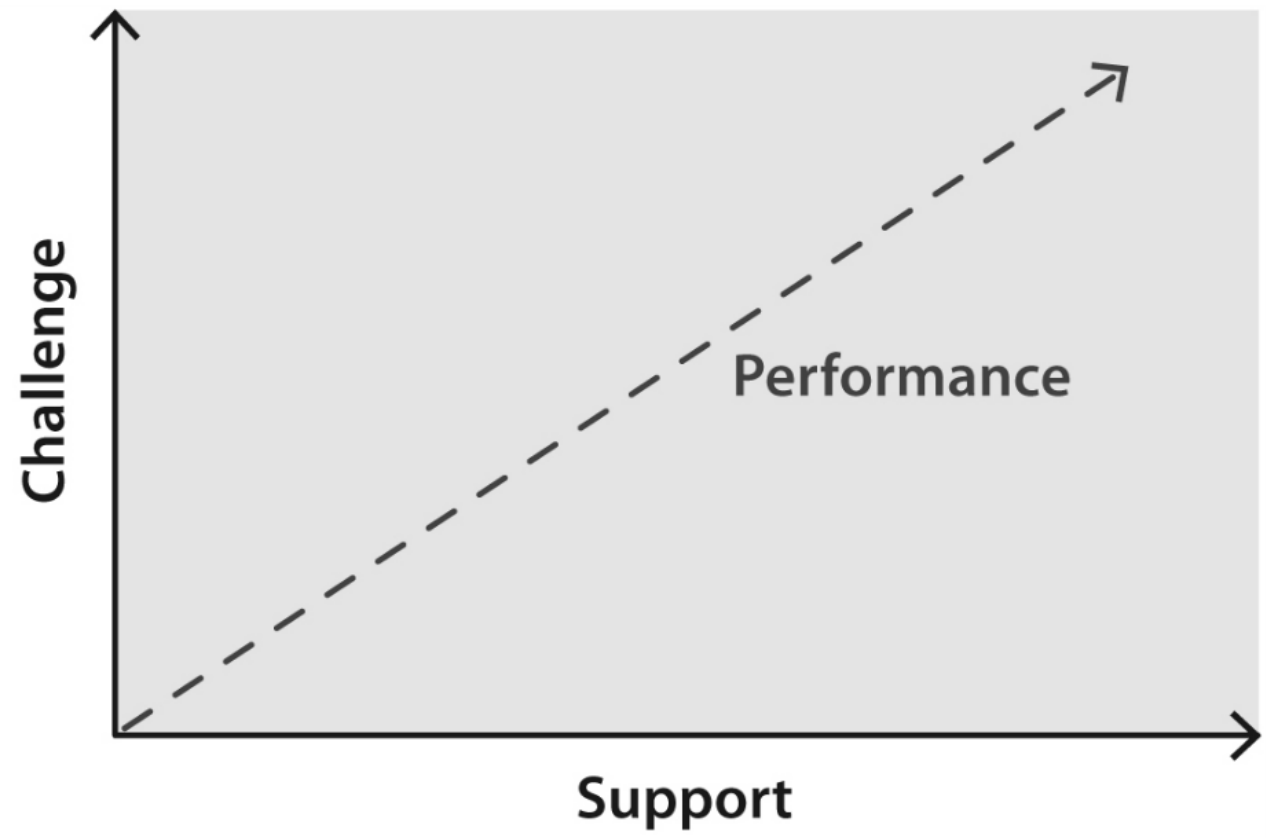
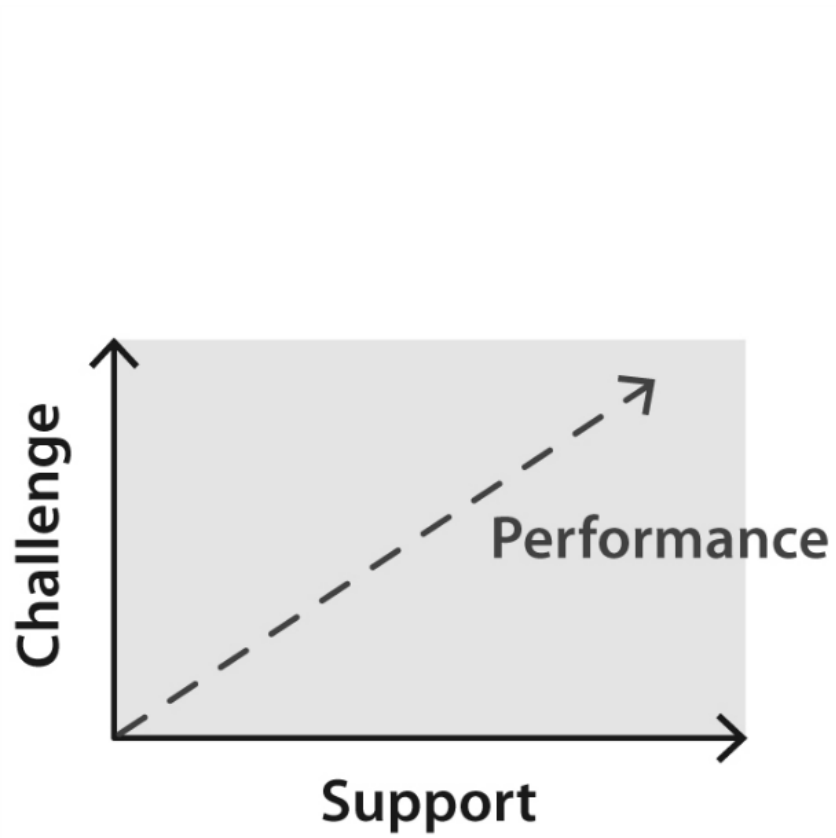


Courageous Goals

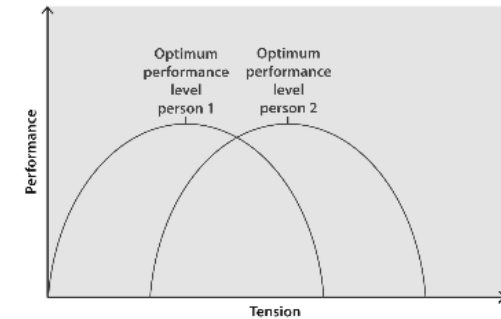
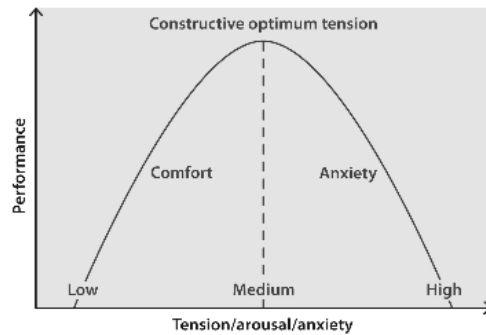


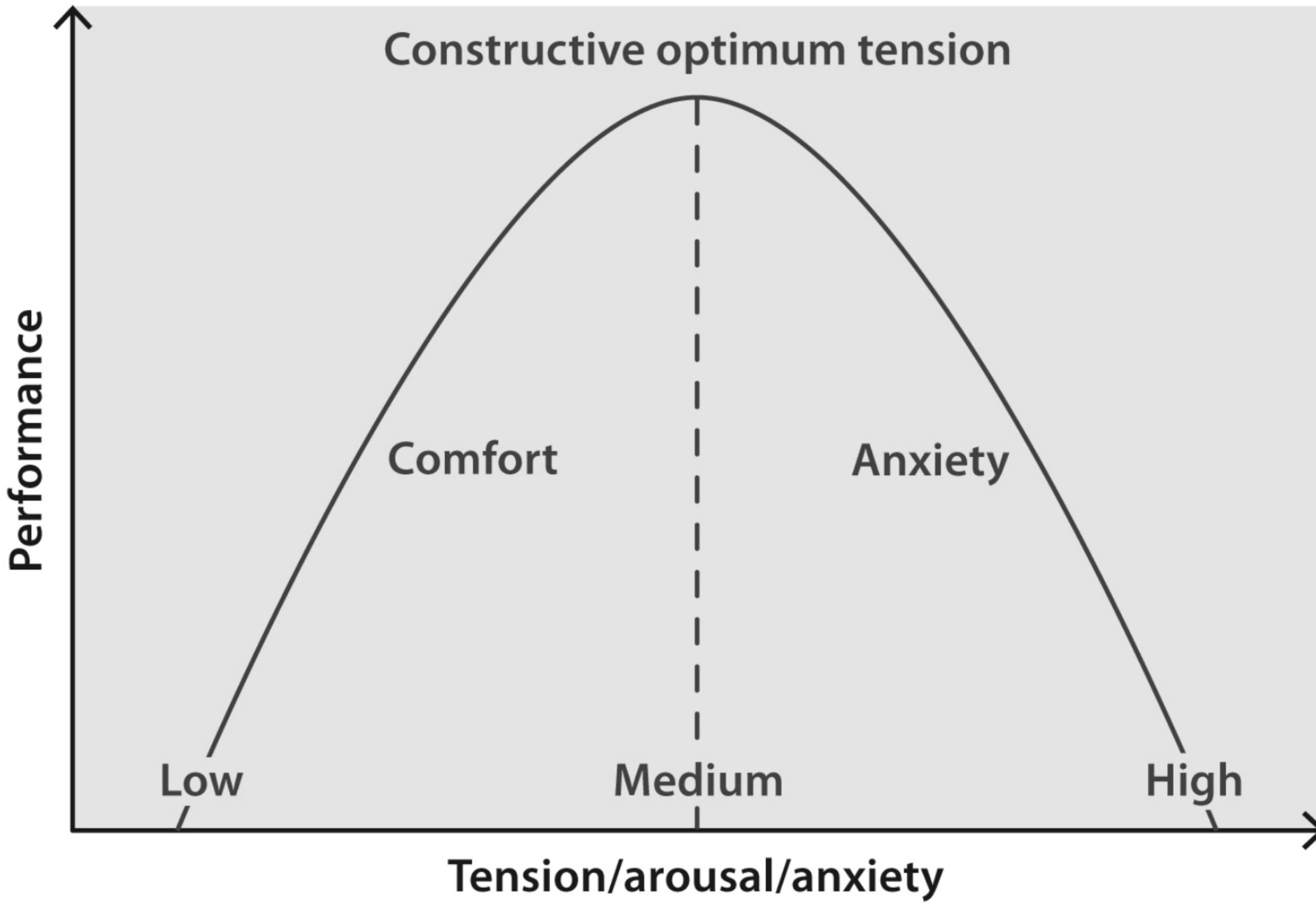




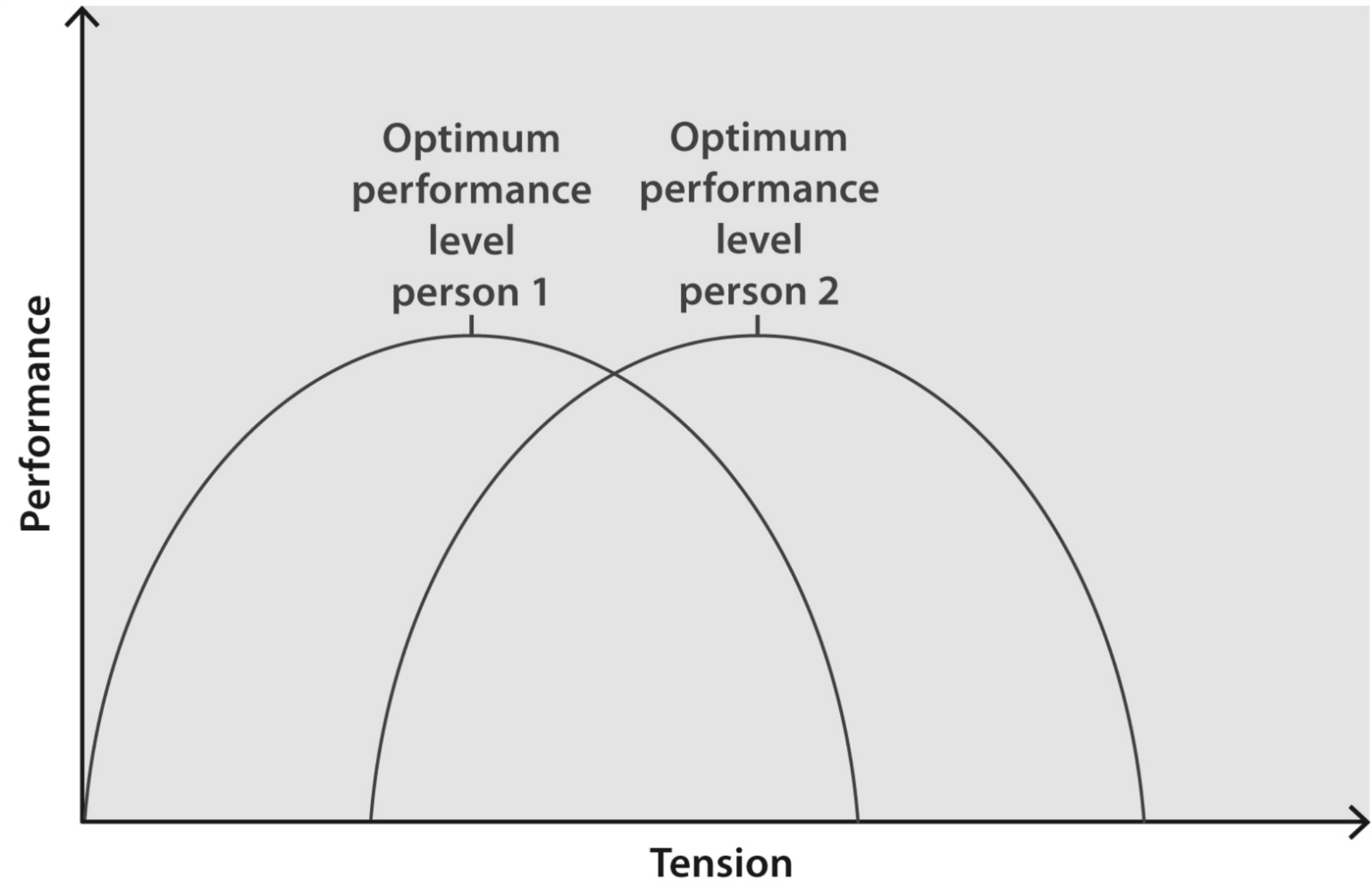


Tension

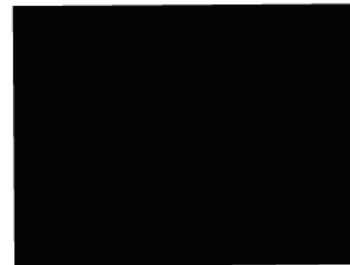
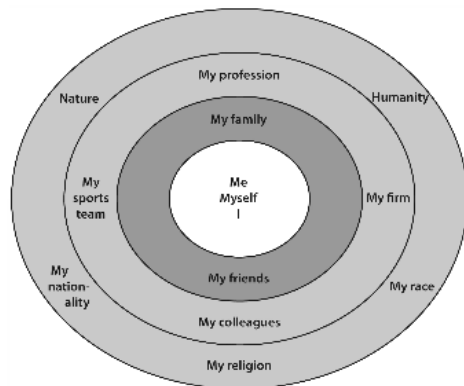




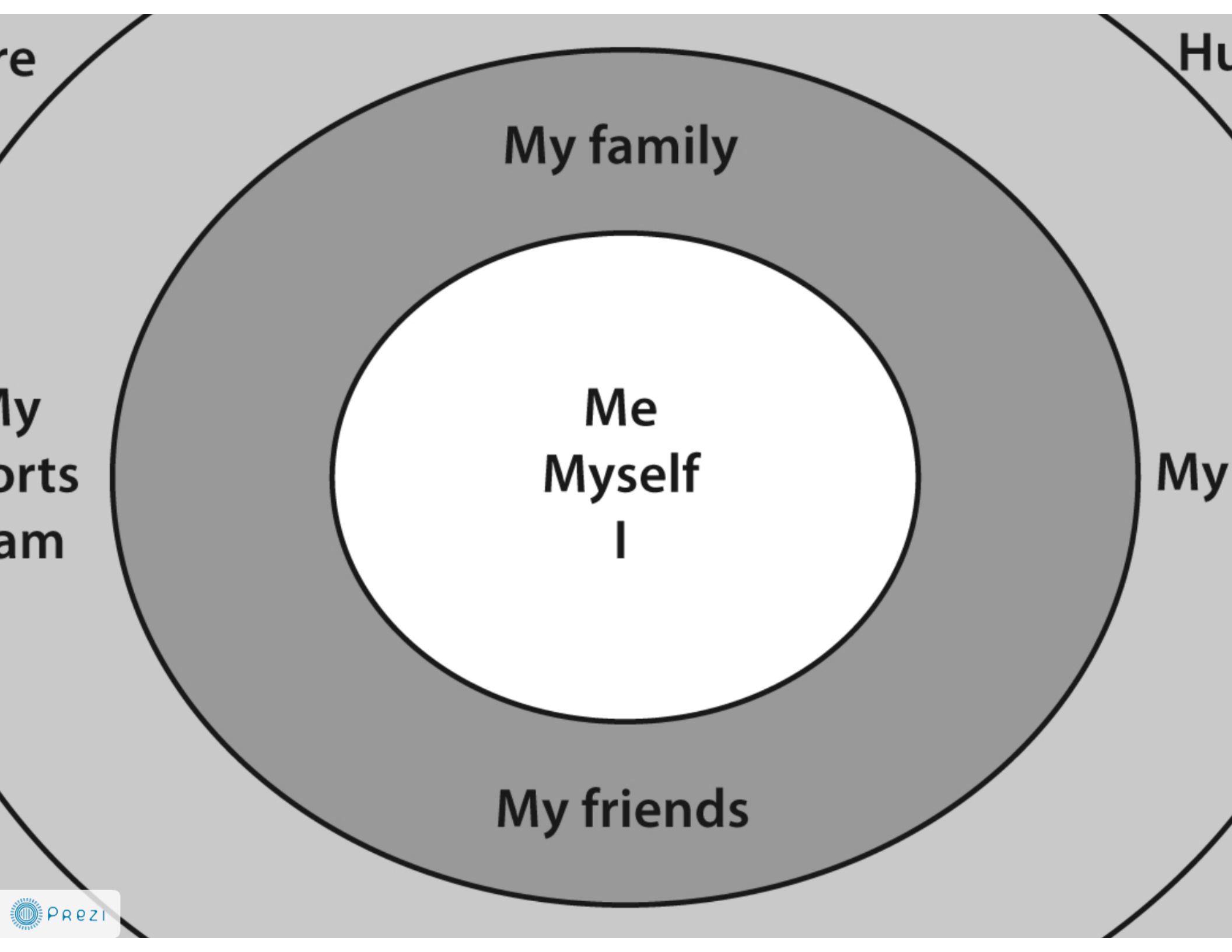




Systems Thinking



**Me
Myself
I**



re

Hu

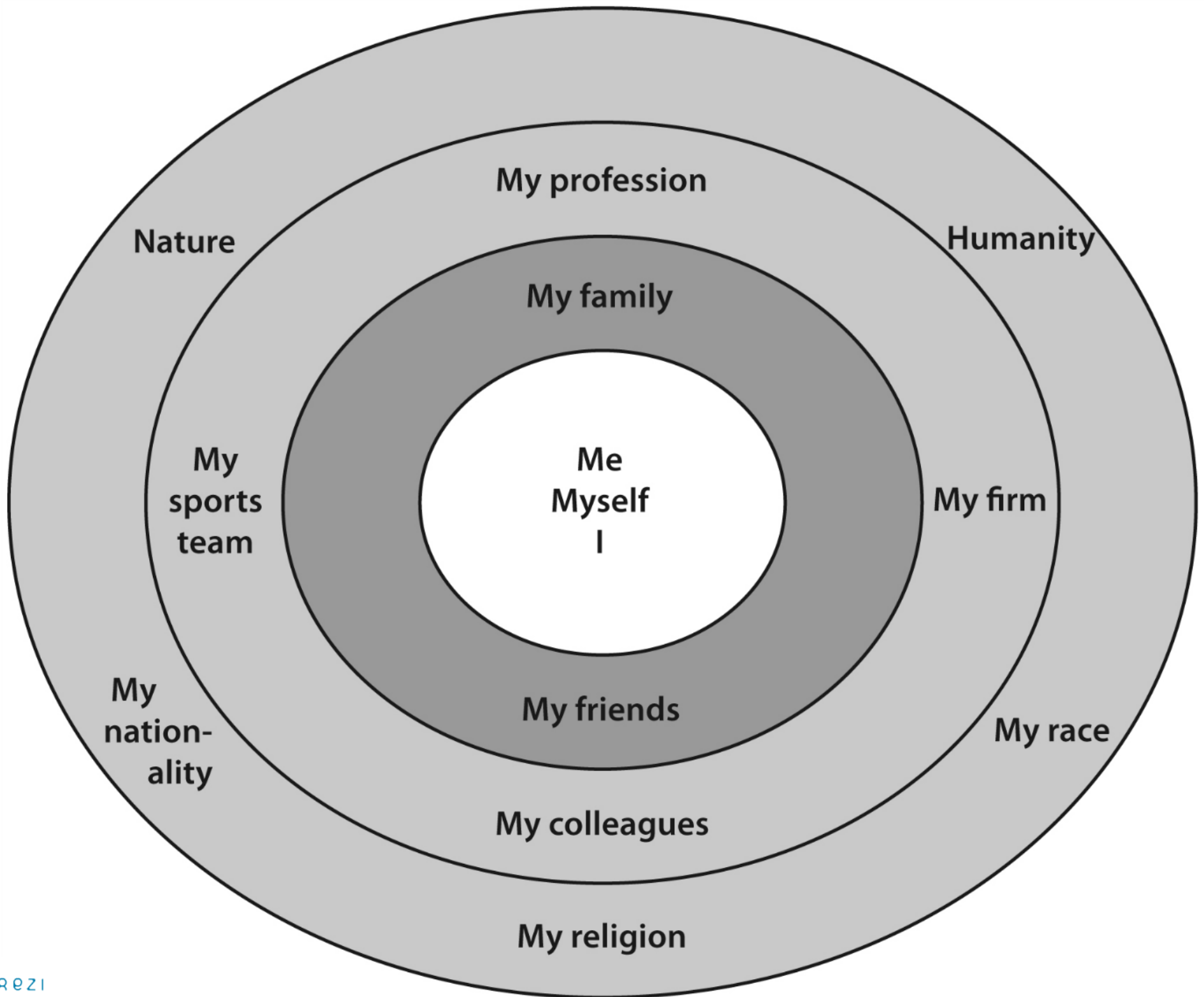
My family

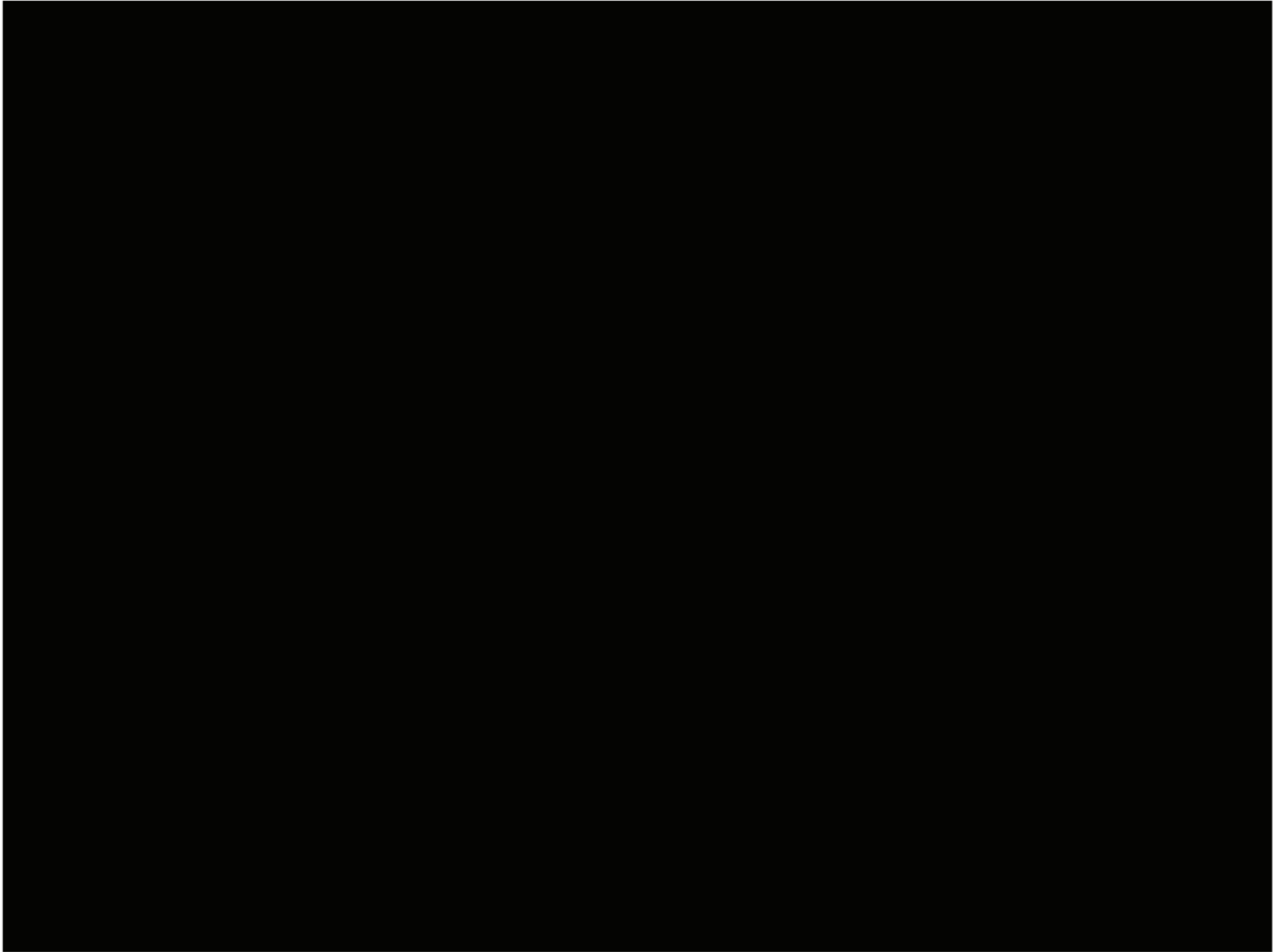
Me
Myself
I

My

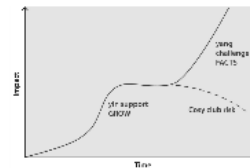
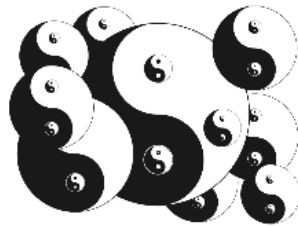
My sports team

My friends





Conclusion

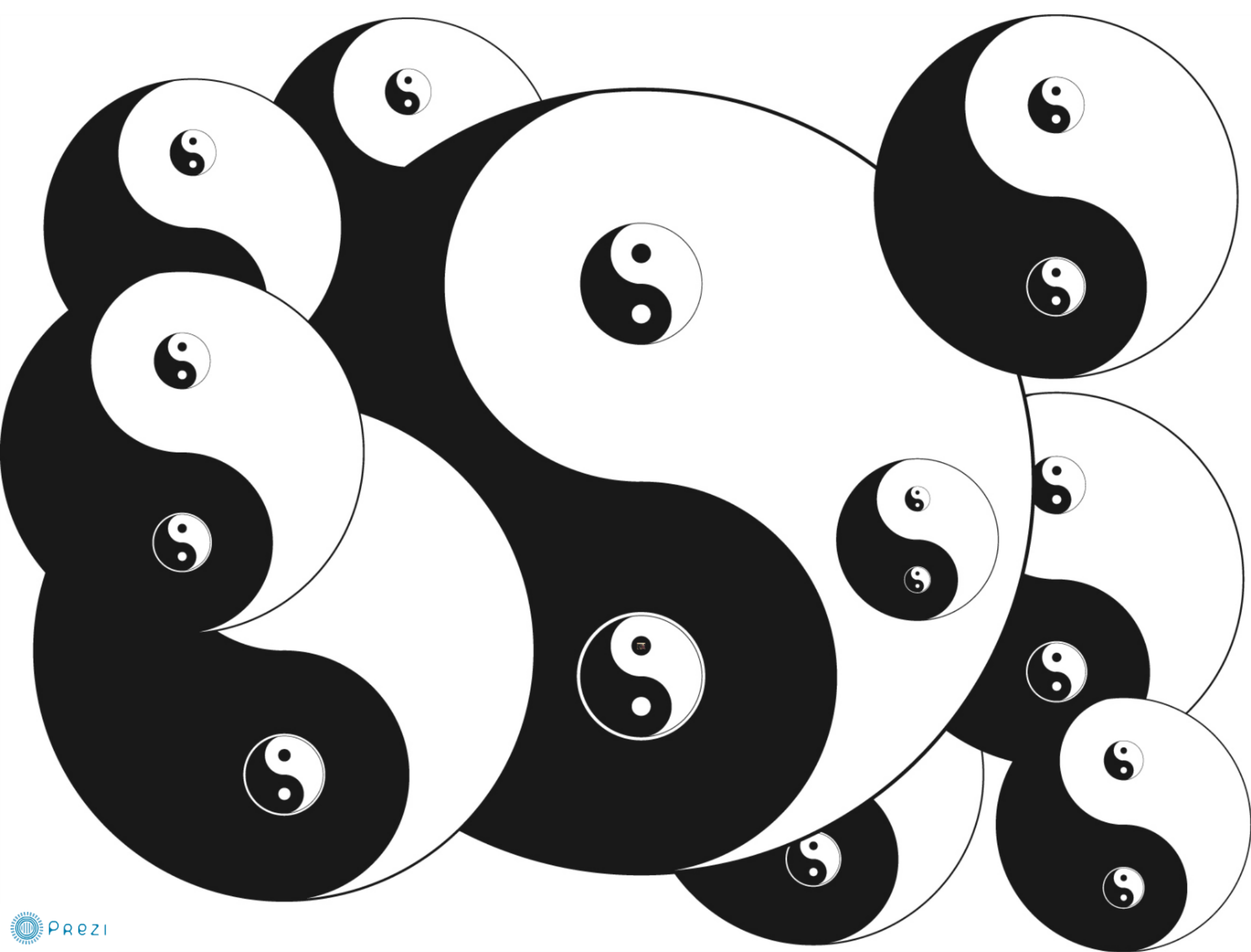


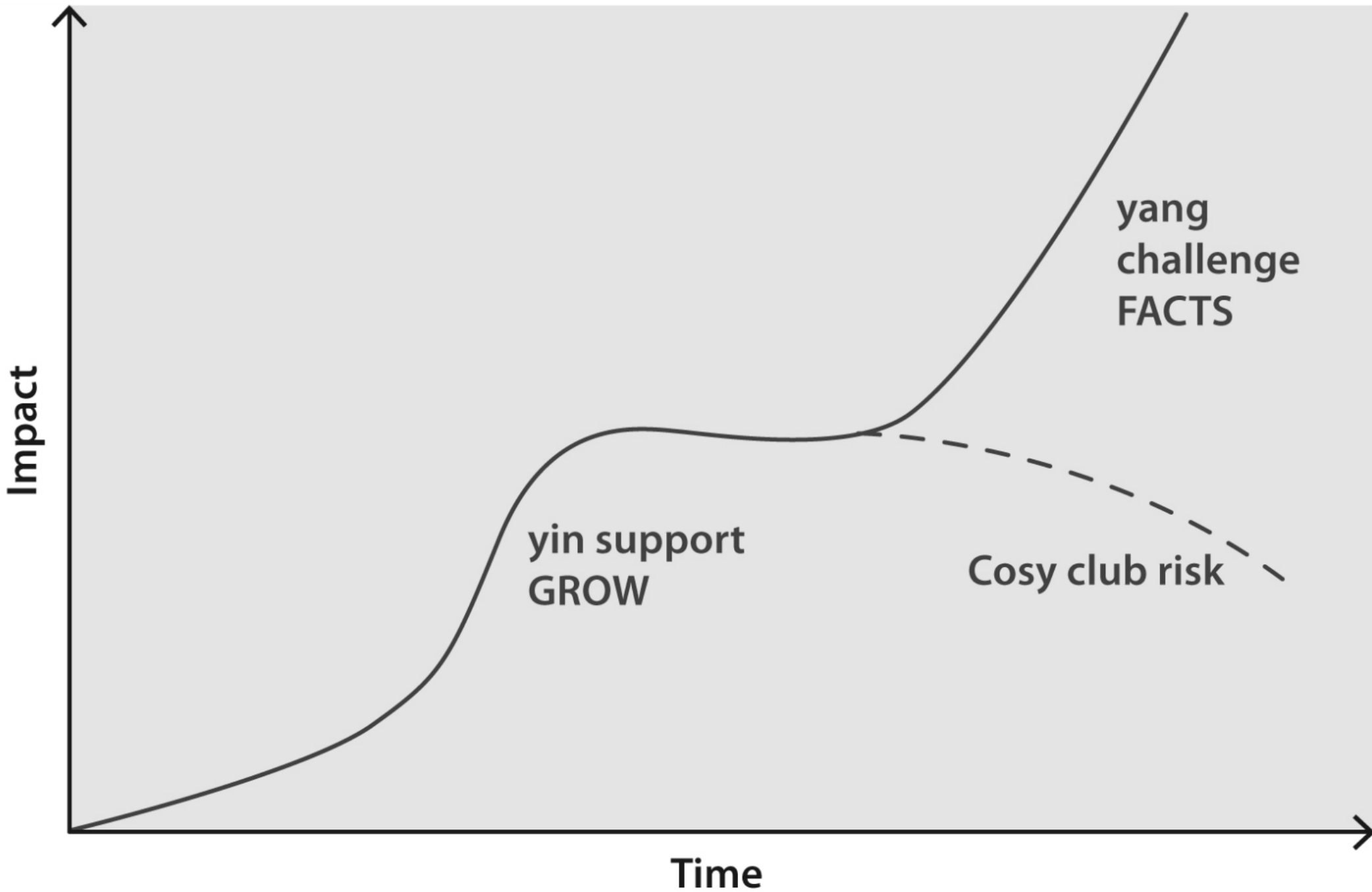




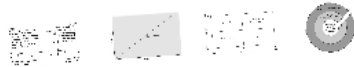
Jesse Tsao

Alain Mellan





From Support
to Challenge

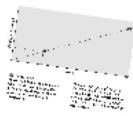


FACTS Coaching



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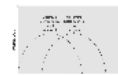
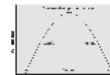
Conclusion



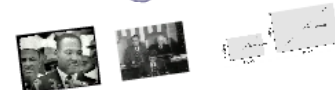
Systems
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Tension



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