

# YOU ARE THE EXPERT IN YOUR LIFE & WORK: EXPLORING COACHING & THE AUTISM SPECTRUM

Presented by

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"Helping Autism-Impacted Families Move from just Coping to Hoping"



Many people think of sports when they first hear about coaching



It's actually from the Old English usage:  
"Cinderella was coached to the ball."

02.07.2004

## Goals for Today

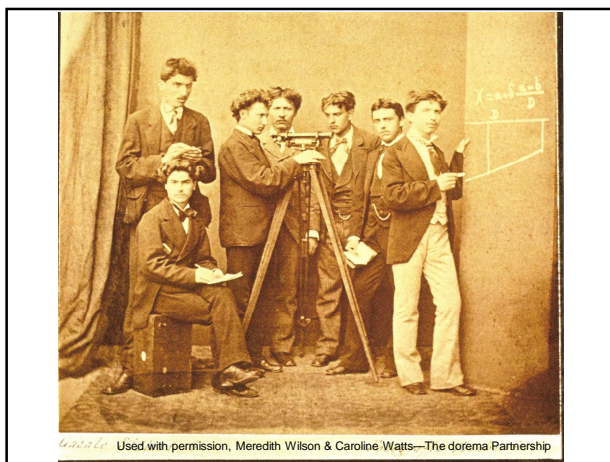
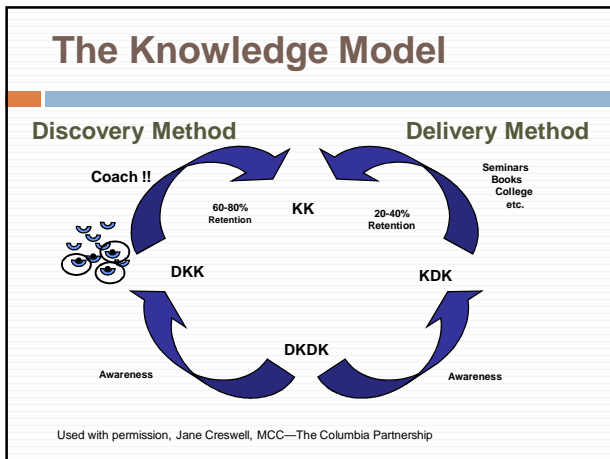
- To gain an understanding of the process involved in Coaching
- To observe a live, interactive Coaching demo
- To receive a basic checklist that includes
  - What to look for
  - What to be wary of in hiring a Coach
- To receive the core competencies of the field as established by the International Coach Federation
- To receive resources for more information on the field of coaching

## A Simple Definition of Coaching

A relationship  
of informed dialogue  
that facilitates  
new skills, possibilities and insight  
resulting in improved individual performance  
and organizational advancement

by Chad Hall, PCC:

## The Coaching Process



**The following text is taken directly from a certified coach's contract (mine):**

- “Coaching is an ongoing partnership that may help produce fulfilling results in lives, especially personally, relationally and spiritually.
- “Through the process of coaching, people who are being coached often
  - ▣ deepen their learning,
  - ▣ improve their performance,
  - ▣ and enhance their quality of life.

**The following text is taken directly from a certified coach's contract (mine):**

- “A certified coach acknowledges that the Person Being Coached is the expert in his/her personal and/or professional life and believes that every client is **creative, resourceful, and gifted** with **unique strengths and abilities**. Standing on this foundation, the coach's responsibility is to do the following:

**The Coach's Responsibility**

1. Discover, clarify, and align with what the person being coached wants to achieve
2. Encourage self-discovery and greater awareness
3. Elicit PBC-generated (PBC= “person being coached”) solutions and strategies
4. Hold the person being coached as responsible and accountable
5. Keep all information confidential. (Exclusions being if the PBC reports wanting to harm self or others, or if child or elder abuse is reportedly taking place.)
6. Not use a PBC's name as a reference without first obtaining verbal or written consent.”

## Coaching

### Who can be coached?

- Parents
- Families
- Individuals

### Where does coaching take place?

- In person
- In a group
- Over the phone. (80% of my coaching takes place by phone and it is very effective.)

## The Coaching Session

- “In each meeting, **the person being coached chooses the focus of conversation**, while the coach listens and contributes observations and questions. This interaction creates clarity and moves the person into action. Coaching can accelerate progress by providing greater focus and awareness of choice. **Coaching concentrates on where the person is today and what s/he is willing to do to get where s/he wants to be.**

## The “Shape” of a Coaching Conversation



- > **Clarify** and focus the conversation
- > Narrow to a **specific focus** that's actionable
- > Explore, identify and align **actions** with focus

Used with permission,  
Linda Miller, MCC—The Columbia Partnership

## What did You Notice?

About the Coaching Demo

## What are Ways to Utilize Coaching?

Brainstorming Ideas

## 3 Levels of Coach Credentials

- **3 Levels of Coach Credentials**
  - Associate Certified Coach (ACC)
  - Professional Certified Coach (PCC)
  - Master Certified Coach (MCC)

## Quiz "How do I know if I'm ready for a coach?"

**Check the numbers applying to you**

- 1. I feel as though I want to go further and have maxed out my current resources.
- 2. I am willing to explore my potential and begin thinking beyond coping to hoping.
- 3. I am willing to reconstruct my life, if necessary, to achieve my goals and dreams.
- 4. I want to live well with vision for myself and for my family.

## Quiz "How do I know if I'm ready for a coach?"

**Check the numbers applying to you**

- 5. I am willing to do something different to operate at the leading edge.
- 6. I am willing to accept another person's insight, encouragement and feedback so that I can advance beyond what I ever dreamed.
- 7. I feel the need for something new in my demanding life.
- 8. I have a challenge with life/work balance.

## Quiz "How do I know if I'm ready for a coach?"

**Check the numbers applying to you**

- 9. I feel stuck or stagnated
- 10. I have a lot of good ideas, but am not able to do anything with them.

**Scoring Grid:**

- 2 or less true right now—Congrats and keep it up!
- 3 - 4 true right now—Would benefit from working with a coach
- 5 - 6 true right now—Consider coaching soon
- 7 - 8 true right now—When can you get started?
- 9 - 10 true right now—Call 911 or contact a coach to set up an immediate appointment!

**Basic Checklist for Choosing a Coach**

- Visit [www.coachfederation.org](http://www.coachfederation.org), [www.westerncoaches.net](http://www.westerncoaches.net), [www.thecentreusa.com](http://www.thecentreusa.com), or [www.coachinc.com](http://www.coachinc.com) to find a well-trained coach.
- Be diligent in asking the coach if they have been specifically trained in coaching skills.
- Does he or she currently hold or in the process of acquiring an ICF credential?
- Don't be misled to think a coach is a competent coach because they have other professional credentials or set high fees.**

**Basic Checklist for Choosing a Coach**

- Ask them about their experience with Asperger's or ASD.**
- Request interview session.
- Conducting interview sessions with 2-3 coaches before making a decision.
- Contract with coach for the minimum amount of time.
- If at any time, you start to feel uncomfortable with the way your coaching is going, tell your coach. You are the one who gets to design your coaching.

**Take-Aways**

**What was most meaningful for you today?**

**What challenges, opportunities or stuck spots are you experiencing?**

**How committed are you to addressing them?**

**Knowing you, what could get in your way?**