

## Coaching – Compliance and Compassion: Coaching with Compassion Handout

---

Coaching with Compassion involves recognizing first that each individual has different growth and development needs, and that people generally aspire to be the better, if not, the best versions of themselves. Rather than emphasis their limitations or weaknesses, coaching with compassion focuses more on the individual's strengths, personal values and considers individual growth needs as being unique and subjective.

***Instructions: To coach for compassion, start off by asking your activity partner (the person you are coaching) to think of their best possible selves. You can get your activity partner to think about their ideal selves – what defines success in their careers and their personal lives. Here is a general script that can be used for this coaching session:***

- I would like you to think of what your 'best possible' self would be like. Let's say, in 5 years' time, you are doing a job which you enjoy immensely. Think about what this job would be like, along with what the job will involve, and why you would enjoy it so much. Describe this ideal career to me.
- Think also about what your ideal life in general would be like. In 5 years' for instance, think about what your ideal personal life would be, what kinds of activities or hobbies you will take part in, your relationships with others, and perhaps your spiritual life. Describe this ideal life to me.
- I will now suggest some way in which you can develop and achieve a state closer to both your ideal career and life. As a coach, I suggest that you could... (As the coach, suggest at least three ways that you think may be helpful in helping your interaction partner improve on his/her work performance and get closer to their ideal life).