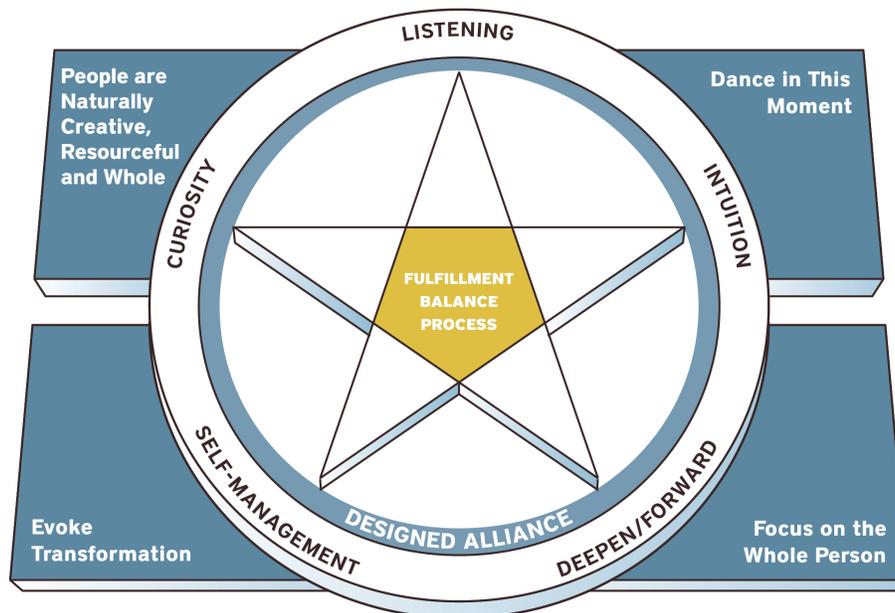


The Co-Active[™] Model

The Co-Active Model is a comprehensive tool that includes the Four Cornerstones, the Three Principles, the Five Contexts and Designed Alliance.

More Information is available in the document entitled The Co-Active Model in the Topics section of the Fundamentals Learning Hub.

The Co-Active[®] Model



The Four Cornerstones

1. People are Naturally Creative, Resourceful and Whole.

- >> Nothing is broken or needs fixing.
- >> People have a natural ability to resolve the challenges they face.

2. Dance in This Moment.

- >> It is most creative to work with what arises in the moment rather than from a fixed and rigid plan.
- >> Relationship is fluid give and take.
- >> Everything that happens is an opportunity for learning and movement.

3. Focus on the Whole Person.

- >> People are a complex and unique system and each part impacts the other aspects.
- >> It is important to include all aspects of being human, mind, body, spirit and emotion.

4. Evoke Transformation.

- >> The nature of life is to transform and evolve.
- >> It is imperative that people call forth transformation in each other.

Principles

In the Co-Active® Coaching model there are three fundamental principles — three essential attributes of a client's whole life: the client's fulfillment, balance and process. These three principles are organic and dynamic. Clients are moving toward more fulfillment, more balance and more effective process in their lives, or they are moving away. The ultimate intention of all Co-Active Coaching is to help clients maximize their life in these three principle areas. One of the things that makes co-active coaching unique is that it is principle-based, not just content or issue-based. Not only do co-active coaches work with clients to forward the action and deepen the learning on specific issues, the issues that clients bring to their coach are also seen as pathways to more fulfillment, balance and process.

Contexts

In the Co-Active Coaching model there are five contexts: listening, self-management, intuition, curiosity, and forward the action/deepen the learning. Think of each one as a light that comes from the coach and shines on the client. Each one illuminates the coaching relationship in a different way. For example, the context of listening brings one dimension to the coaching, The context of speaking your intuition out loud adds another dimension to the coaching, and so on. By fully bringing all five contexts to the coaching, the coach is able to be fully present, brightly illuminating the client in the coaching interaction.

Skills

Co-Active Coaching skills include specific techniques and skills such as the skill of acknowledgement, bottom-lining, or requesting. These skills have identifiable attributes and the skills are developed through training and experience. Co-Active Coaching skills also include talents or abilities that a coach develops. For example, we all have the ability to listen; listening at Levels 2 and 3 is definitely a skill that can be developed. Skills are visible. Others can see and give feedback on where skills were present or absent, and the level of expertise a person displayed in using that skill.

The Client's Agenda

The client is the “star” in our Co-Active model of coaching and in the heart of the client's life live the three core principles of fulfillment, balance and process. These three principles represent the underlying agenda for the client's life and they are the ultimate focus of all the coaching. There will be specific issues to work on: career change, time management, exercise, dealing with loss — they are the specific agenda items clients bring to their coaching — and they lead to fulfillment, balance and process.

Fulfillment

What is fulfilling for clients will be intensely personal. We look at fulfillment as living a valued life, today. It is always available, every day, by living according to what the client values most. It is an internal orientation. So fulfillment is no longer something that will be achieved in the elusive future, it is possible today. Achieving goals can be very satisfying, but most clients find that living a life on purpose, on the path toward the goal is fulfilling as well.

Balance

Because life is always in motion, balance is a dynamic concept. Clients are moving toward better balance or away. It is never static. It is not a place to be reached. Coaching for balance begins by inviting clients to look at their lives from a variety of perspectives in order to be free to choose their own version of a balanced life. Balance coaching is about helping clients make life-giving choices. It is also about creating a plan of action based on their choices, committing to the plan, and moving into action. The coaching relationship provides a powerful structure of accountability for clients to be in action.

Process

We are always in the process of our lives. Sometimes it looks graceful, elegant, flowing. Sometimes it looks stuck in the mud. Sometimes it looks gleeful and energized. Sometimes it looks like struggle and pain. Where we are in the process is where we are — whether we want to be there or not. The coach's job with process coaching is to be with clients wherever they are in the river of their life: whether it's the fast-moving axis of the current, or the swampy backwater. The coach's job is to help clients go through the process so they can get to the other side. When clients avoid or deny where they are — it simply prolongs the stalemate. It's like trying to hold back the river. It brings to mind the old adage, "the things we resist, persist." Instead of fighting it... or wishing it would be different... go with it and flow with it.

The Five Contexts

In the Co-Active Coaching model, the client is the star, and at the center of the star are the client's Fulfillment, Balance and Process. Focused in on the client and his or her fulfillment, balance and process are the five contexts of Co-Active Coaching: listening, intuition, self-management, curiosity, and forward the action/deepen the learning. Unlike skills, these five contexts are not something that a coach does; rather, together they comprise the ground from which the coaching unfolds. When coaching is happening, a Co-Active Coach is steeped in all five of these contexts at all times. If even one of the five contexts is absent, Co-Active Coaching is not taking place.