



What is Coaching?

At Papilio we think of 1:1 coaching as a focused, reflective, and action-oriented conversation where we work together 1:1 to help you reach your goals and encourage you to thrive in your career and even your personal life. Good coaching sessions go deeper than a typical conversation.

The role as coach is to help keep you on purpose and aligned with your goals and to support you in your development and learning. Coaching should include 5 things: clear goals, experiential learning moments, personal reflection, forward action and a collaborative and trusting partnership.



What we focus on in our coaching time is up to you. As you get started, you'll spend some time exploring:

- 1.** What outcomes you want to achieve from coaching
- 2.** Which focus areas are most important to you
- 3.** Discuss and be aligned on what progress looks like for you
- 4.** Discuss what accountability practices will best support you in our work together

What Do Clients Use Coaching For?

Coaching can accelerate results. Clients often look to engage with a coach to:

- » Grow and develop their leadership capacity to reach higher levels of performance.
- » Improve a specific skill or behavior.
- » Process challenges and emotions during times of significant change and/or complexity.
- » Navigate workplace relationships.
- » Define direction and development for career acceleration.
- » Prepare and move successfully from one role to the next.
- » Manage stress and lead in times of change and transition.

Over more than a decade of coaching we have learned that coaching is most effective when clients come to sessions with an open mind, are honest in their communications, are willing to experiment and are ready to commit the time and effort needed to make progress. Specifically, that means:



Commit **one to two hours per week** throughout your coaching engagement for focused development.



Engage **openly and thoughtfully** when in your sessions.



Be willing to explore, experiment and practice in **new ways** and areas.



Ask questions, make requests for what you need and let your coach know anytime something is not working for you.



Review tools and resources sent by your coach.



Contacting your coach when you need support or have questions.



As a certified coach, a mentor coach, satellite leader for ICF Washington State and an active ICF member I am committed to ongoing education to enhance my own skills as a coach and advancing the quality of the coaching profession.

“Coaching is an ongoing professional relationship that helps people produce extraordinary results in their lives, careers, businesses or organizations. Through the process of coaching, clients deepen their learning, improve their performance, and enhance their quality of life.”

– International Coach Federation

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