

The Conflict Coaching Relationship

What conflict coaching is:

Conflict coaching is a structured process that helps people on a one-to-one basis, to develop or enhance their skills, knowledge and competencies, to effectively engage in and manage interpersonal conflict. It is a voluntary, confidential process that focuses on each individual's conflict management goals. Conflict coaching is not therapy or counselling.

What you can expect from your coach:

The coach's role is to support, assist and encourage you to reach your goals. We will speak or meet on days and times that are mutually convenient, at which time I will guide our dialogue to ensure the process remains focused on your objectives and needs. I will always ask for your input and insights on the issues discussed. This is a process in which you will hopefully gain increased awareness about yourself and your choices in managing a specific dispute or conflict.

You can also expect that I will provide you with constructive feedback and not judge you in any way. If you say something that does not fit with your goals, I may ask you to consider a different perspective. This is not to undermine your views. It is to see if another perspective aligns more closely with what you want to achieve. My role is **not** to provide advice, or to act as your advocate or representative.

What the coach expects from you:

I expect your willingness and honesty as a 'client', to share your goals and the pertinent information in this regard. This may include your related concerns, expectations and needs. If for any reason, you have some discomfort with the process or me, please let me know, so that we may discuss what may help. It is important for me to know what works and does not work for you, in the coaching dynamic.

Tasks

While we are working together, I may make requests of you to work on some things between sessions. These tasks, or fieldwork as I may refer to them, are optional. They are meant to help you in your effort to reach your objectives, learn new skills and to sustain that learning. You may choose to accept or decline my suggestions and/or you may have other ideas of things you want to work on.

Thank you for 'stepping up' to the coaching process. I look forward to working with you.