

Intro to Kingdom Coaching – Creating Trust and Rapport

Creating an atmosphere of trust and rapport is one of the most important skills a coach must develop. We will begin with a concept of relational equity. The 3 T's of relational equity.

Relational Equity = Time + Transparency + Trust

Coaching is neither being the expert who merely gives direction or instructions nor is it being a counselor who listens as clients rehash their trauma.

The coach to client relationship is the basis for developing a new mindset, perspective, and ultimately the skill set to direct individuals into success and accomplishment. If "equity is the **perceived value of an item**", then Relational Equity is the process of developing value in a relationship.

> *[3]Be free from pride-filled opinions, for they will only harm your cherished unity. Don't allow self-promotion to hide in your hearts,* ***but in authentic humility put others first and view others as more important than yourselves****. [4] Abandon every display of selfishness.* ***Possess a greater concern for what matters to others instead of your own interests****. ~Philippians 2: 3-4 TPT*

Tool #1 - Time – The time individuals spend together is the foundation of any relationship. As a coach, it is important to emphasize the importance of consistency. Because change takes time, offering coaching in a package of at least 90 day intervals will produce the greatest results. Meeting weekly in person or online creates the greatest consistency. Where that is not possible meeting bi-weekly is an alternative.

Experience Insights: It is often the desire of a new coach to give freely of their time. New clients, often starving for attention and time, will spend as

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much time with you as you are willing to give. **Set clear boundaries and expectations of frequency and length of your coaching sessions.** We are coaches not counselors. Have a referral base of professional counselors to refer clients to as needed so you maintain your role as a coach.

Tool #2 - Transparency – Webster defines "Transparency" as visibility or accessibility of information". As coaches we will be called to be visible and accessible emotionally and spiritually as we share our life experiences modeling transparency for the client to follow. Letting others see and learn from our mistakes and triumphs is what coaching is all about. If we are not willing to share some of our self in a coaching relationship, it will be very hard to have success and real impact.

> *5 For our gospel came to you not merely in the form of words but in mighty power infused with the Holy Spirit and deep conviction.[c] Surely you remember how we* ***lived our lives transparently before you to encourage you****. ~1 Thessalonians 1:5 TPT*

Most coaching clients desire a resolution or change in their life process. They are either stuck in limiting beliefs, or a repeated behavior causing a pain point. Often an outside perspective can create awareness and open possibilities.

Your transparency in overcoming obstacles will open the way for the client to be transparent with you and reveal the elements underlying their current situation. They often don't know what is causing the brokenness, but as a coach we are called to help them discover these.

Experience Insights: **NO SHOCK AND AWE:** We as coaches we need to be sensitive in the level of transparency we have and expect from clients early in the coaching relationship. As coaches we can reveal too much too soon, (DUMPING) and fracture the relationship if our client is not prepared or at the same level of revelation. Frequently checking in and assessing their comfort level can direct our level of openness.

Tool #3 Trust – The coaching relationship must be established on confidence, confidentiality, and ultimately trust. Trust is the firm belief in

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the reliability, ability, or strength of someone or something. Trust is built on track record of consistent action, not on words or promises.

> *They are passionate and wholehearted, always sincere and always speaking the truth— for their hearts are **trust**worthy. ~Psalm 15:2 (TPT)*
>
> *May everyone who **knows your mercy** keep putting their trust in you, **for they can count on you** for help no matter what. ~Psalm 9:10 (TPT)*

Trust is fragile, it is hard to build and easy to break. As a coach we are called to model trust by our actions and our words. Small steps of client trust empower the development process and allow access to unlock the potential in people. This is the most sacred and valuable element of being a successful coach.

Experience Insights: In summary, be **genuine, admit fault** when you fail as a coach, which you will, and do it quickly. Extend trust early before your client can and be consistent in what you do and say. **Under promise and over deliver** and trust will begin to grow.

What is Coaching Success?

- Clients identify the components of relational equity.
- Clients understand the 3 T's of relational equity.
- Clients know the indicators of lost equity.

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