

Intro to Kingdom Coaching – Clarifying Goals

Knowing where you're headed helps you arrive at the preferred destination! Determining, defining, and clearly communicating both the long-term coaching goals and short-term milestones is critical. Working with your clients to establish a clear intention and outcome for each coaching session, as well as the shift they desire to experience, is crucial.

> *My child, never drift off course from these two **goals** for your life: to **walk in wisdom and to discover discernment**. Don't ever forget how they empower you. ~Proverbs 3:21 TPT*

Overall Client Goals - It is imperative that prior to entering into a Coach/Client relationship that there is dialogue that determines and defines what the ultimate objective is for the client. This needs to happen before any commitment by either individual. Having the client complete a **pre-coaching questionnaire** will be a helpful in knowing the client's pain points, struggles, and desired areas of change

Tool #1 – Intention & Wins

As a coach, it is important to have your client begin each coaching session with a clear intention for the outcome and sharing their "wins". Having them email you these 24-48 hours in advance will help you pray, plan, and prepare for your session. Planning and sharing your key coaching sessions including the topics, area of focus, and preferred outcomes with your client allows both parties to walk forward together. Often clients will arrive with a long to-do list. This can create a continuous sense of not being or doing enough and lead to discouragement. Learning to recognize their "wins" for the previous week restores a healthy balance.

Tool #2 – Optimum Outcome & Why

Define the clients "Optimum Outcome" by first discussing the current issues and struggles and intentions. Define success from the clients view by asking them what that success looks like, feels like, and what behaviors or realities have changed as they experience success. Together, coach and client arrive at a new "Preferred Reality" which both agree to as the target outcome for the coaching relationship. It is important to begin to uncover the "why" behind the goal. A goal to "make a lot of money" will be

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difficult to achieve. What is “a lot”? And why do they desire a lot? A goal of increasing their income by $300 a month so their child can attend private school adds clarity and intention.

Tool #3 - Who do I need to BE to achieve my outcome?

Transformation happens from the inside out. Most people believe if they DO certain things they can HAVE possessions (house, boat etc.) so they can BE (happy). A MIRACLE HAPPENS WHEN WE REVERSE THIS: We start BE-ing the person we would be if we had our goal. We will naturally DO the actions. This opens the way for us to HAVE what we desire. As each goal is set, have the client identify and journal who they need to BE in order to successfully achieve the desired outcome. This is also an important step in moving a client from a “victim” mindset to taking responsibility for his/her life.

Tool #4 - What Actions DO I need to take? What habits do I need to create?

The old adage “How do you eat an elephant? One bite at a time!” is true for achieving goals. Success is built one action at a time. Actions repeated become success habits. Coaching provides the structure, encouragement, and accountability to facilitate the creation of success habits.

Note: Energy vs Level of Engagement

The level of client engagement will greatly determine the progress.They may be excited about the coaching process and connecting with someone to process through their situation without really doing the work or investing the energy to move forward. That is wasted time for them and for us as coaches. Are they willing to do the work to by engaging in the process through the direction you provide and not withhold or set limitations on the coaching process? As a coach, we need to seek out any issues, relationships, or actions that are off the table in the coaching journey, and we need to do this up front to set appropriate expectations.

> *A passive person won’t even complete a project, but a passionate person makes good use of his time, wealth, and **energy.** ~Proverbs 12:27 TPT*

Tool #5 - Frequency to Progress

There is no standard time as to how long a goal should take. Some write a book in a matter of months, others require a year. It really isn’t about how fast we move through a process, it's about measurable sustained progress toward the specified destination. The key here is to know your client and be willing to adjust. Stay flexible to ensure

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client progress rather than just going through the materials. In some cases, you may need to go backward in a process with your clients to move them forward.

> *The life path of the prudent lifts them **progressively heavenward**, delivering them from the death spiral that keeps tugging them downward.* Proverbs 15:2 *(TPT)*

Experience Insights: There will be cases where a client comes desiring for you to help them advance to their goals (e.g. business growth) but they arrive physically, emotionally, and spiritually exhausted. Their brain may be "down-shifted". In these cases, it is important to educate the client on what is occurring and help them take steps to heal. The first goals in coaching may be very elementary. For example, establishing a proper time to sleep, starting an exercise plan, or make dietary changes. It is also important to not attempt to make too many changes at once and set the client up for failure (see habits template).

Tool #6 - Session Assignment/Review/Reset

Based on the goals and intentions set the topic and outcome for each session. Try not to overload the client with too much to process through in between each session. Many clients move faster through some sessions and slower through others based on their processing and working through the variety of issues. Stay flexible.

Review your progress by assessing the new skill or level of freedom that the client is experiencing. Each session goal should be reviewed and be put into context of real life situations that show progress toward the end goal or Overall Outcome.

Reset your session map and our specific expectations for your next session based on the obtained success on the last session. Again, you may want to repeat a session with different assignments to achieve the identified outcome for your client. In processing through the session, you may both identify new steps that are to be added to the process for that specific client.

This process of session Assignment/Review/and Reset allows us to customize the process for each clients to maximize results and move the client forward at the right pace.

Tool #7 - Mutual Agreement to Move

The final tool in maximizing session goal success is managing mutual agreement. Often the client wants to dictate the speed at which the coaching process moves. This may be the client wanting to move quickly to speed progress or to avoid completely processing through a "pain point" in a session. It can be that they feel they have

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accomplished the goal of the session and are unaware that the session goal has not been really internalized for future success.

As coaches, we must be committed to working with the client to move them forward at the right speed through being in mutual agreement. If the session goals have been achieved and the client has displayed the ability to identify, adapt, and appropriately respond to the session topic, then you can suggest and confirm with client to move forward.

Mutual Agreement > Session Goal Achieved > Next Session Map Topic Presented/Assigned

If both the coach and Client agree that the session goal **has not been achieved,** they can mutually agree to reprocess through the session goal by repeating or adding assignments.

Mutual Agreement > Session Goal NOT Achieved > Repeat Session Topic with additional Assignment/Processing

This is as important as simply completing the task. Relational Equity should allow you to encourage your client to stay on a topic to develop his/her skill set for future success in this area.

Often the client will perceive that the session goal has been achieved when answering correctly or adapting a behavior/response to the stated session goal. They often adapt to accommodate the coach but have not internalized or actually transformed their abilities. Checking the box because he/she knows the answer is quite different from achieving change, leaving a behavior behind, or building a new skill.

Non-Mutual Agreement > Session Goal NOT Achieved > Repeat Session Topic with additional Assignment/Processing

This is where relational equity is imperative. The coach must draw on the trust and personal interaction track record to redirect the client from moving forward and continuing to process through the session goal. As a coach, we need to represent the session goal as part of the overall process to achieve the Optimum Outcome. We need to be able to help the client see that skipping or pushing past the session goal may set him/her up for future failure. Your client's goals collectively move them toward success and a new level of freedom and achievement.

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What is Coaching Success?

- Clients understand and communicate the intentions and overall outcome of coaching.
- Clients understand session mapping the path to success.
- Clients distinguish and clearly state session goals that lead to the overall outcome.
- Clients manage mutual agreement between themselves and their coach for success.

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