

Coaching Myths

by Patrick J. Donadio, MBA, CSP, MCC



Myth: The best person to choose, as your coach, is your boss.

Reality: Managers are not always the best person to choose as your coach. It is hard for people to completely disclose their weaknesses and fears to their boss. Your manager is the one who will be doing your next performance review, and a coaching relationship needs to be a safe place to share.

Myth: Find a coach who has a similar personality to yours

Reality: Coaching is about growth and commitment. Having someone of the same personality may limit your growth and development. Having a coach of a different personality style may offer a fresh perspective and force you to go outside your comfort zone to reach new potential.

Myth: Professional Coaching focuses strictly on your professional life.

Reality: You can not totally separate your personal life from your work. A coach has to be ready to listen to any and all challenges. Coaching is about personal growth and development that can help people grow professionally.

Myth: You have the questions and your Coach has the answers.

Reality: Not always true, many of the answers are inside you. A good coach will help you discover them. Coaches need to be good listeners first. They need to correctly identify the area of improvement and not always give advice or criticism. A coach's greatest tool is the art of questioning.

Myth: Coaching is only for trouble or poor performing employees.

Reality: The best coaching clients are the ones who have potential and are not reaching it or employees who have reached a stumbling block or plateau. It is much better to introduce coaching too early rather than too late.

Myth: Men can't coach women because women face work challenges only other women can understand.

Reality: Coaching is gender neutral. Sometimes Coaches of the opposite sex can help people see the issues from the other's perspective.

Myth: You can't change a person's personality. Therefore coaching is limited in how far it can help.

Reality: True, you can't necessarily change someone's personality. However, coaching can give you a new awareness and new skills to help you change your behavior.

Myth: Coaching requires a lot of time.

Reality: Many people believe that coaching requires large chunks of time. The best coaching comes when it is done in small doses. In as little as five minute you can have an impact of a person's performance.

These are just a few of the myths about professional coaching. As this emerging concept of individual coaching spreads, we hopefully will debunk the myths and help people achieve a level of success they can't achieve on their own.

Patrick Donadio, MBA - "Helping people achieve a level of success they can't achieve on their own."

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