

Reality Coaching – the latest twist which fills the gap

You may have thought you'd heard it all – Executive Coaching, Life Coaching, Performance Coaching and now **Reality Coaching** – a process which fills the gap which is often missing from the other approaches. This is the gap Peter Senge talks about in the “Fifth Discipline”, the gap between the Future Vision and the Current Reality.

What is Reality Coaching?

Every good coach knows that many coachees have a burning question concerning what they are really capable of. *Can they really make it? How much more skill and potential do they have? What is a realistic challenge and aspiration?* Reality Coaching addresses these issues with some hard data! It combines the best of coaching practice (helping the coachee to discover for themselves) with the best objective assessment (based on the in-depth Individual Audit by Team Focus – a sophisticated assessment process more penetrating and effective than typical assessment and development centres).

By separating the assessment process from the confidential coaching process, the coach can maintain the integrity of their support role by exploring and helping the coachee to take on board the information from the Audit. Development Centres so often fail in this regard – providing feedback and development plans but not really giving enough time to the individuals emotional reactions, in-depth understanding and positive learning outcomes. Reality Coaching places the emphasis on the coaching process rather than the data and, as a consequence, manages to be far more useful, developmental and effective in addressing goals and performance.

Here are some typical comments from our clients:

- **Reality Coaching** is much more effective than Development Centres. It allows us to focus on what is most effective for the right people at the right time because of its flexibility, lower use of resources and the opportunity for tailoring to the individual.
- **Reality Coaching** has added a significant element to the coaching process. It brings another source of feedback to help with defining a personal vision. It makes the process more practical and helps define the steps needed to get there.

Team Focus, Chartered Business Psychologists, has a mission to help people take control of their lives, to build better more meaningful relationships and to make better use of their skills, talents, interests and motivations. It subscribes to Robert Kennedy's sentiment when he said “*The Gross National Product does not allow for the health of our children, the quality of their education or the joy of their play. It does not include the beauty of our poetry or the strength of our marriages. In short, it measures everything except what is worthwhile!*” Our coaching is part of a much wider range of activities (assessment, development, training, coaching, team facilitation etc.) that contribute to that message.