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What is Co-Active Coaching?

Article by CTI

The term co-active refers to the fundamental nature of a coaching relationship in which the coach and client are active collaborators. In co-active coaching, this relationship is an alliance between two equals for the purpose of meeting the client's needs.

What is Co-Active Coaching Based Upon?

1. The co-active coaching relationship is based upon the assumption that **the client is naturally creative, resourceful and whole**. Though clients may not always realize it, they often have answers to the questions they are seeking. When clients look deeper, with the assistance of a coach, they can learn to access their strengths as well as their limitations. A coach's primary interest is to discover and remove limitations or roadblocks and help their clients attain optimal success in all areas of their life.
2. **Co-active coaching addresses the client's whole life**. Every day we make countless decisions to do or not do certain things. The choices we make every day, no matter how trivial they seem, contribute to creating a life that is more or less fulfilling. The decisions we make either move us toward or away from a balanced life and the goals to which we aspire. Co-active coaching focuses on three client principles of: fulfillment, balance and process.
3. **The agenda comes from the client**. The coaching relationship is entirely focused on getting the results that the client has established. The client sets the agenda. The coach's job is to make sure the agenda doesn't get muddied, lost or ignored. Furthermore, the coach helps the client to articulate their dreams, desires and aspirations; helps them clarify their mission, purpose and goals and ultimately to bring these desires into their daily life demonstrated by the choices the client makes on a daily basis.
4. **The relationship is a designed alliance**. The client and coach work together to design an alliance that meets the client's needs. With a co-active coach, clients are not buying a packaged program. Instead they are creating a powerful relationship that fits their working and learning styles. The process is custom tailored to the communication and action/learning approach that works best for them. Clients know that they are in control of the relationship and ultimately of the changes they make in their lives.

What is to be gained through Co-Active Coaching?

Learning is not simply a by-product of action; it is an equal and complementary force to implement change. The role of the coach is not only to forward the client's action, but to deepen the client's learning. The dynamics of action and learning combine to create change in people's lives. A great and gifted coach will help you marry learning and action to produce the change you desire.