

A Humanistic Guide to Coaching

Dianne R. Stober Ph.D. (2006)* provides essential guidelines in a framework that encompasses the principles of the humanistic approach to coaching. She also indicates particular tasks that relate to each of the principles and she explains in detail what each task entails. Recommendations and useful tips and suggestions for the coach are also indicated.

An excerpt from Stober's (2006, p.30 -36) coaching guidelines is provided in the table below:

Guiding Principle 1: The Nature of the Coaching Relationship is Essential	Stober (2006)* provides detail, points to consider and suggestions for each of these coaching tasks.
Coaching tasks: <ul style="list-style-type: none"> ▪ Listen for understanding. ▪ Cultivate acceptance and look for positive points of connection. ▪ Give honest feedback in the moment. ▪ Establish collaboration as the process of the coaching relationship. 	
Guiding Principle 2: The Client is the Source and Director of Change	
Coaching tasks: <ul style="list-style-type: none"> ▪ Facilitate the client setting the agenda, goals and direction. ▪ Use the self-subject matter expertise of the client as the point of connection. 	
Guiding Principle 3: The Client is Whole and Unique	
Coaching tasks: <ul style="list-style-type: none"> ▪ Assess thoroughly and check for accuracy. ▪ Look for interconnections. ▪ Facilitate integrating/aligning. 	
Guiding Principle 4: The Coach is the Facilitator of the Client's Growth	
Coaching tasks: <ul style="list-style-type: none"> ▪ Direct the process, not the content. ▪ Maintain an attitude of exploration. 	

* Stober, D.R. (2006). Coaching from the Humanistic Perspective. In D.R. Stober & A.M. Grant (Eds.), *Evidence based coaching handbook: Putting best practice to work for your clients*. Hoboken: John Wiley & Sons.