



Episode 1

(0:04 - 0:21)

Welcome to Coaching with Confidence and Care podcast, inspired by common topics that arise in coach training, mentoring and supervision. If you are here, you may be on a quest to become the best coach you can be. You are not alone on this path.

(0:21 - 0:58)

In this podcast, I aim to spark meaningful self-reflection, share tips to help you craft impactful sessions, build your coaching practice with confidence, and discover the secret source to your coaching effectiveness – your unique coaching style. One that authentically reflects who you are and resonates deeply with those you coach. Hi, I'm Luba Diasamidze, the founder of UpThink Coaching. I'm a credentialed coach, an active coach trainer, mentor and supervisor.

(0:58 - 1:26)

This podcast is a result of my passion to guide coaches towards competence and confidence. This is the first episode, and you may be wondering what this podcast is going to be about. In this episode, I'll introduce the podcast idea to you, explain the podcast name, and give you an overview of what topics I'm planning to address and how you can benefit from them as a coach.

(1:28 - 1:48)

After I started training people in professional coaching skills, I discovered that many trained coaches do not pursue a career in coaching as actively as they planned. The training created a great momentum for them to be proactive, coach their first clients, and look for new ones. They got a ton of support.

(1:49 - 2:03)

Every question was answered. They had mentor coaching, they had supervisions, peer groups, and instructors were very supportive. But then after the training, the momentum started to fizzle out.

(2:04 - 2:24)

Some people just waited until the end of the course to start practicing, thinking they'd jumpstart their journey once they hit a certain skill level. But guess what? No matter how good they were, no amount of skills or certifications helped. They simply lacked the confidence to start or keep going.

(2:24 - 2:48)

To me, confidence is one of those magic ingredients that support practitioners from all sides. You see, every coach has a daily buffet of questions to answer, choices about what happens in their sessions, questions about clients, and questions about building a coaching practice. It's a lot to chew on.

(2:48 - 3:01)

A lot of coaches are solopreneurs, and that can get lonely. We all do so much better with a sounding board. And we are all at our best when we can trust ourselves and our judgment.

(3:02 - 3:30)

The intention behind this podcast was to create short reflections on practical topics that frequently arise in my work as a coach trainer, mentor coach, or a supervisor. I get to listen to dozens of coaching sessions each month, and I have multiple conversations with coaches. Since I regularly address those questions, I decided to channel my thoughts and reflections into something productive.

(3:31 - 4:36)

Thus, the idea for this podcast emerged.

Let me share a few examples of questions that coaches often bring to our conversations.

- What if a client wants to change the focus of our sessions frequently?
- What shall I do? What if a client gives brief and vague answers?
- What if a client struggles to articulate their goals?
- How do I support them in identifying and setting meaningful goals?
- What if I have a strong gut feeling about a client's situation?
- How do I use intuition appropriately in a coaching session?
- What if a client goes off on tangents frequently?
- How do I manage time and keep sessions focused and on track?
- How do I manage and navigate challenging client emotions?
- What if I find myself forming judgments about a client's choices?
- How do I maintain a non-judgmental stance?
- How do I balance supporting and challenging my clients?
- How do I discover my superpowers as a coach?

And many, many other questions.

(4:36 - 4:46)

This podcast is based on my opinions and experiences, which may be different from yours. And that is totally fine. I think you never stop learning as a coach.

(4:46 - 4:59)

I'm sure I will learn a lot as I host this podcast. If you have an idea, if you have a different perspective that you want to share with me, do not hesitate to reach out. I'd be very happy to hear from you.

(5:00 - 5:13)

In this first episode, I also wanted to talk a bit about Confidence and Care. This is the name of their podcast, after all. Let's start with confidence and talk about confidence a bit.

(5:14 - 5:37)

Self-confidence has been defined in a number of ways throughout the literature and research. In general, self-confidence is a belief in one's ability, skill, or judgment. General self-confidence can also be defined as self-esteem, which is an emotions-based assessment about one's self-worth or value.

(5:39 - 5:59)

Confidence is not about being a know-it-all or being selfishly arrogant. Those are extremes that I'm not referring to. In my philosophy as a coach, as a coach trainer, mentor, and supervisor, confidence is about trust and congruence.

(6:01 - 6:29)

There has been some research about confidence in therapists. Coaches are not therapists, but as we all belong to helping professions, certain things may resonate with you. Some research suggested that the more confident a therapist is in the theory that they're using, the more able they are to develop working alliances with clients, and the more effective they can be.

(6:30 - 6:48)

Confidence is about trusting yourself, your choices, and your judgments as a practitioner. Trust forms the cornerstone of a successful coaching relationship. It fosters a safe environment for honest self-reflection, learning, and application of new insights.

(6:49 - 7:03)

Trust in coaching is threefold. This is what we often teach. We say that in coaching, a coach needs to trust themselves, they need to trust the process, and they need to trust their client.

(7:04 - 7:21)

When a coach does not trust themselves, they feel restricted in their own negative thoughts and perceptions. They may feel disconnected with clients or their coaching process. They may be engaged in an endless internal dialogue and waste their energy in self-doubt.

(7:22 - 7:41)

A healthy degree of confidence helps to handle situations in a positive and effective way. It can also increase the feeling of security and fulfillment. Confidence in coaches, to me, is about being authentic and congruent.

(7:42 - 7:58)

Congruence is a relational quality. Confidence helps us to stay grounded, nonjudgmental, and present as coaches. Demonstrate the best coaching mindset that we can have.

(7:59 - 8:22)

On the opposite, lack of trust in self may lead to isolations, feelings of self-doubt, insecurity, and uncertainty about one's effectiveness. Such feelings are not uncommon among coaches. Regardless of their experience level, of course, they are more common in newer coaches or less experienced coaches.

(8:22 - 8:48)

Feelings of incompetence may arise when a coach challenges beliefs in their own abilities or judgments and effectiveness in their role as a coach. Imposter syndrome may be common too. Not everybody that experiences self-doubt as a coach has imposter syndrome, but those suffering from this phenomenon deeply doubt themselves.

(8:49 - 9:19)

Newer coaches, in particular, may feel incompetent or not feel up to the task, so they may even give up their practice. These were some of my observations as well as a coach trainer and a mentor coach. I thought that channeling some ideas and some practical sharing in this podcast could provide a supportive environment to coaches who want to feel more confident.

(9:20 - 9:34)

I call the podcast Coaching with Confidence and Care as a reminder that confidence is not all it takes. Coaches cannot be self-centered. Coaching is a partnership and our partner is our client.

(9:34 - 10:05)

Coaching is about establishing a helping relationship and we all have a duty of care to promote the well-being of our clients. As coaches, we also have legal responsibilities as well as our ethical and moral compass, so the concept of care becomes important. There are a few related concepts for me and they are congruence, humility, empathy, and relationships.

(10:05 - 10:42)

Humility is an important professional quality that allows coaches to take off their expert hat and become a learner, become a thinking partner and be comfortable with not knowing. Humility means being willing to be a learning partner, to appreciate the talent of others, to believe that our clients can know better and to recognize our own limitations as coaches and be kind to ourselves, be self-compassionate. Empathy is another important factor for coaching success.

(10:42 - 11:31)

Empathy is also about care and we as coaches can show our empathy towards our clients in a cognitive way by, for example, active listening, paraphrasing, verbalizing clients' feelings, and thoughts. Another way to empathize with a client is in an emotional way through expressing empathic concern or feeling with a client. When a coach can demonstrate empathy that helps the client to more deeply think about their own wishes, motivations and feelings and share them with a coach. That means that the coach's empathy doesn't only benefit their relationships but can also facilitate self-change.

(11:32 - 12:03)

So, to recap, confidence and care together help us make the best choices for our clients and ourselves as well as other stakeholders in coaching relationships. What can support us on the journey towards demonstrating greater confidence and care? I believe that self-awareness is one of those active ingredients. Being self-compassionate is important, so self-awareness and self-acceptance go together.

(12:04 - 12:28)

Professional support is always great. There are so many ways for coaches to get professional support such as additional training, mentor coaching, coaching supervision, peer groups, communities of practice, additional resources, books and even this podcast. I hope that it can provide some support to those who might need it.

(12:28 - 12:38)

That's it for the first episode. I'd love to hear what do you think about confidence and care in your practice. If you feel like sharing, hit me up on LinkedIn.

(12:38 - 12:55)

You can also connect with me on LinkedIn to send in your questions or topics you'd like covered in future episodes. Next week, we'll talk about the importance of using a positive lens in coaching sessions and how it can help your clients build self-efficacy. Don't miss it.

(12:56 - 13:26)

If you look for ongoing professional development as a coach, go to UpThink Coaching website to explore our advanced coach training program as well as mentor coaching and supervision. It's www.upthinkcoaching.com

Thanks for listening to this episode. If this is something that you think is relevant to coaches like you, please share on your social media and feel free to tag me on LinkedIn.

(13:27 - 13:32)

I look forward to this exciting new journey together. Until next time.