

The co-active coaching model is defined and described in the book Co-Active Coaching by Laura Whitworth, Henry Kimsey House and Phil Sandahl.

In this book, Whitworth et al (1998) identify the four cornerstones that form the foundation of co-active coaching as follows:

1. The client is naturally creative, resourceful and whole.
2. Co-Active coaching addresses the client's whole life.
3. The agenda comes from the client.
4. The relationship is a designed alliance.

Considering the first cornerstone, the client's strengths, they assert that this is the primary building block for all co-active coaching. From the co-active coaching perspective, the client has all the answers already, or can find them. Nothing is wrong or broken so there is no need to fix the client. The most important point, and key for the coach to remember, is that the coach does not have the answers; the coach has the questions.

In addressing the client's whole life, co-active coaching takes into account all the decisions a person makes and how they contribute to creating a life that is more, or less, fulfilling. The authors point out that these decisions move us either towards or away from better balance in our lives and that the choices we make contribute to a more effective life process or one that is less effective. Co-active coaching focuses on these three main principles of fulfillment, balance and process.

In a co-active coaching relationship it is the client who sets the agenda, not the coach. The focus of the coaching relationship is to ensure the client gets the results they want. It is the job of the coach to ensure that the client is always moving towards fulfillment and balance and that the client's agenda doesn't get lost as the client focuses on the changes they are making.

In co-active coaching, the coach and client work together to design an alliance to meet the client's needs. Within this alliance the coach and client work together to tailor the coaching taking into account the client's working and learning styles and build a relationship that works best for them. This process of mutual responsibility helps the client learn that they are in control of the relationship and the changes they are making in their lives.

References.

Whitworth, L., Kimsey-House, H., & Sandahl, P. (1998), Co-Active coaching, 1st edn, Palo-Alto CA: Davies-Black.