

Couching – the interface between the perceived diverse worlds of coaching and counselling. What would the supervisory dialogue look like?

Karl Gregory & Lise Lewis

Introduction:

Couching is said to be a hybrid of coaching and counselling (Houghton 2013) a concept that is beginning to take root (Devine & Holgate 2016). It is evolving in the coaching world where coaches are aware of the emotional needs of the client. Fundamentally it is a coaching model, goal-focused but working with emotional and psychological processes.

Coaching does not usually try to be therapeutic but equally it can be and can help the client move forward with even more awareness and release unconscious blocks.

Counselling and Psychotherapy have only recently in their history become more goal focused and in doing so are moving more into coaching territory. There is a wealth of experience that could be learnt from each other

At a time when more therapists are training as coaches and there is a movement towards developing greater awareness of psychotherapeutic skills for coaches. Does supervision need to embrace the concept of 'Couching'?

- So what are some of the stereotypes around counselling and coaching?
- How do counselling and coaching meet in practice without necessarily compromising each other?
- Then finally how might a supervisor approach 'couching' with a supervisee

More and more therapist/coaches are exploring their own transferences, conditions of worth, and shadow aspects of self, through relational and reflexive practice, that can be usefully employed in service of the client. These insights can help clients work through blocks and struggles and give further perspectives to their contexts.

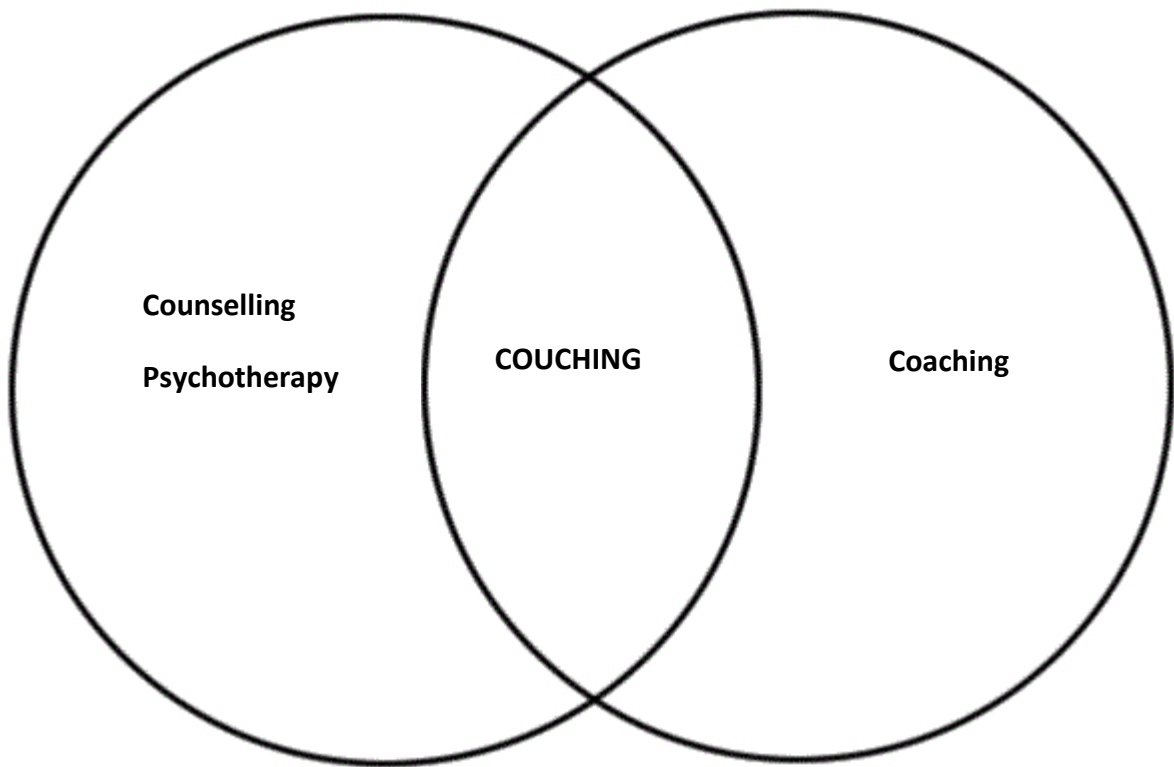
'...it is the whole person who turns up for coaching - an embodied, emotional, functioning whole, not just there higher level cognitive parts' (Houghton 2013)

Reference:

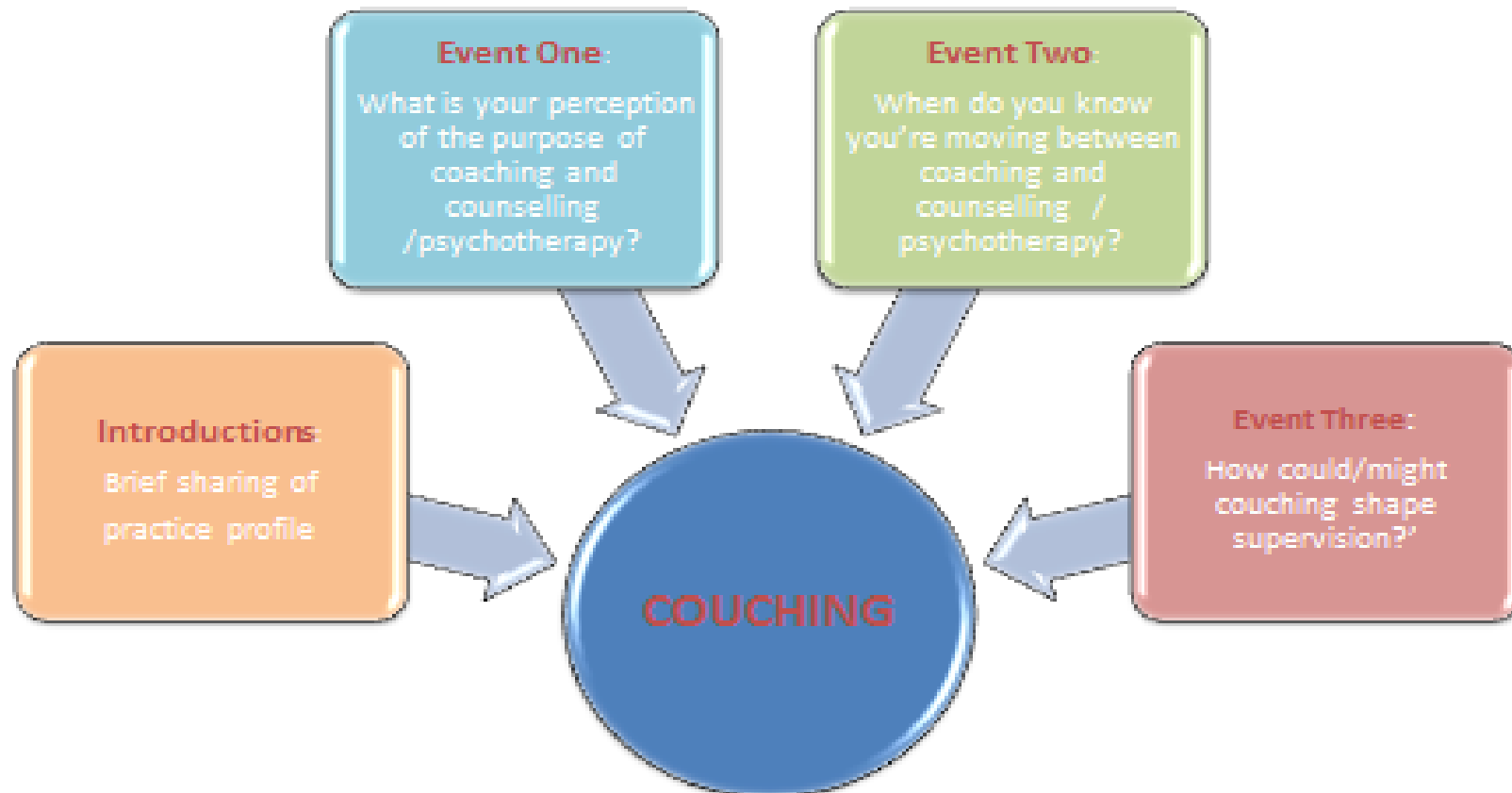
Devine W. & Holgate H. (2016) "Couching" the boundaries between Coaching and Counselling - workshop facilitated in London. March 2016

Houghton S (2013) *Lying on the 'couch' where coaching and counselling meet* Coaching Today P11-15

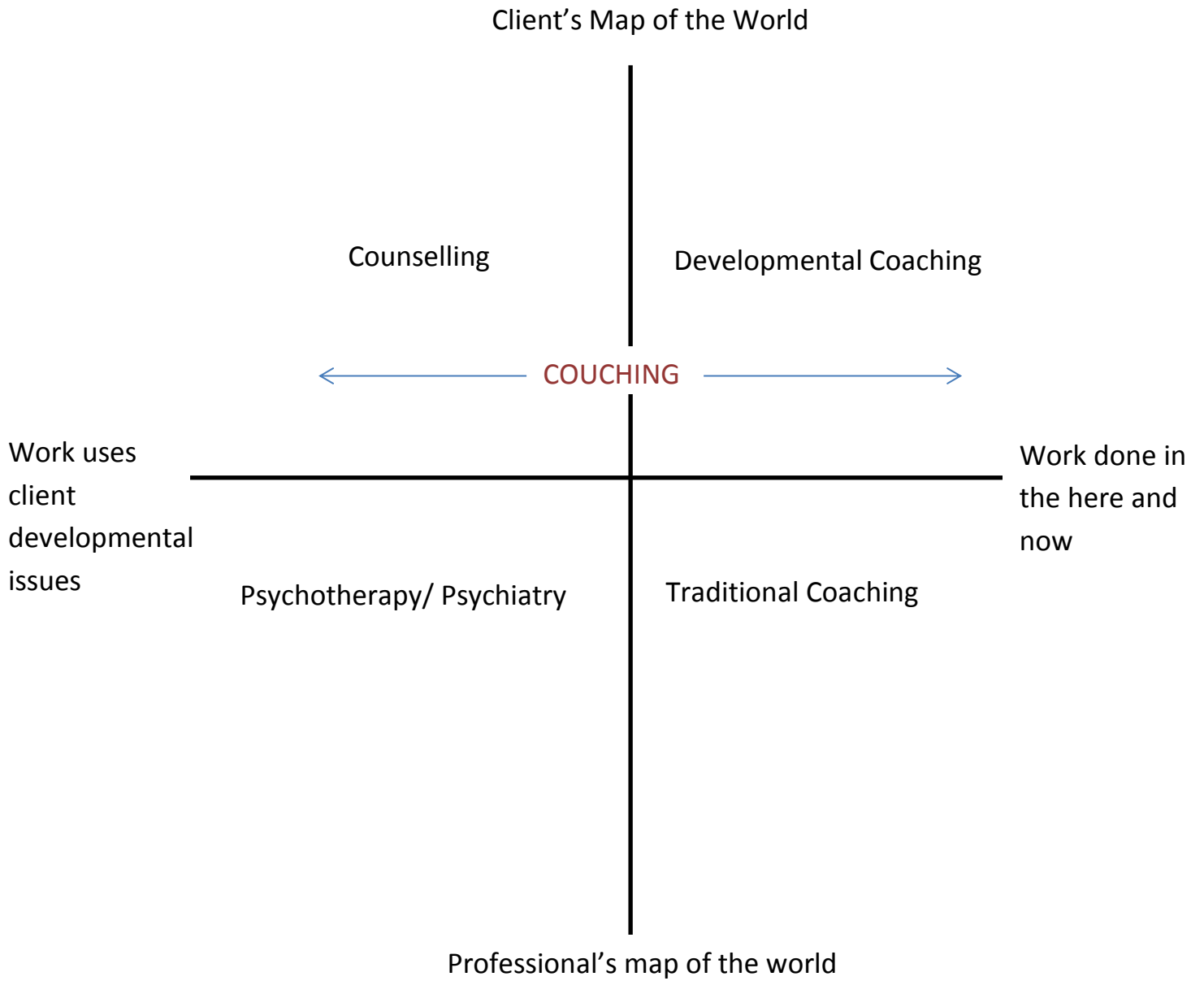
Coaching



Session Title: Coaching – the interface between the perceived diverse worlds of coaching and counselling. What would the supervisory dialogue look like?
Presenters: Karl Gregory and Lise Lewis



Positioning your practice



(Adapted from Julie Hay 2007)

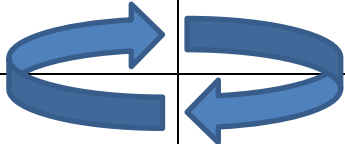
Some reasons why counsellors and coaches train in each other's domain

Counsellors to Coaches	Coaches to Counsellors
Expand experience , training, CPD and services offered	Expand experience, training, CPD and services offered
Help client onto new life path and off the awareness wheel	Help client recognise and work with emotional blocks from past that can unconsciously block coaching process
To become more outcome orientated - actions, talents and strengths models	To become more process orientated – cathartic, emotions, healing traumas
Positivist approach	Depth of approach
Work more with the conscious (even possibly more cognitively)	Work more with the unconscious (and possibly more emotionally)
Career change	Career change
Demand from clients/organisations as they become more aware of what is possible	Demand from clients/organisations as they become more aware of what is possible
As more clients are stating personal development as main reason for counselling	As more clients become emotionally aware and want to use the coaching relationship to explore them
To know when they are coaching and understand the boundary between the two and clearly contract with client	To know when they are counselling and understand the boundary between the two and clearly contract with client

The Four C's of 'Couching' Supervision

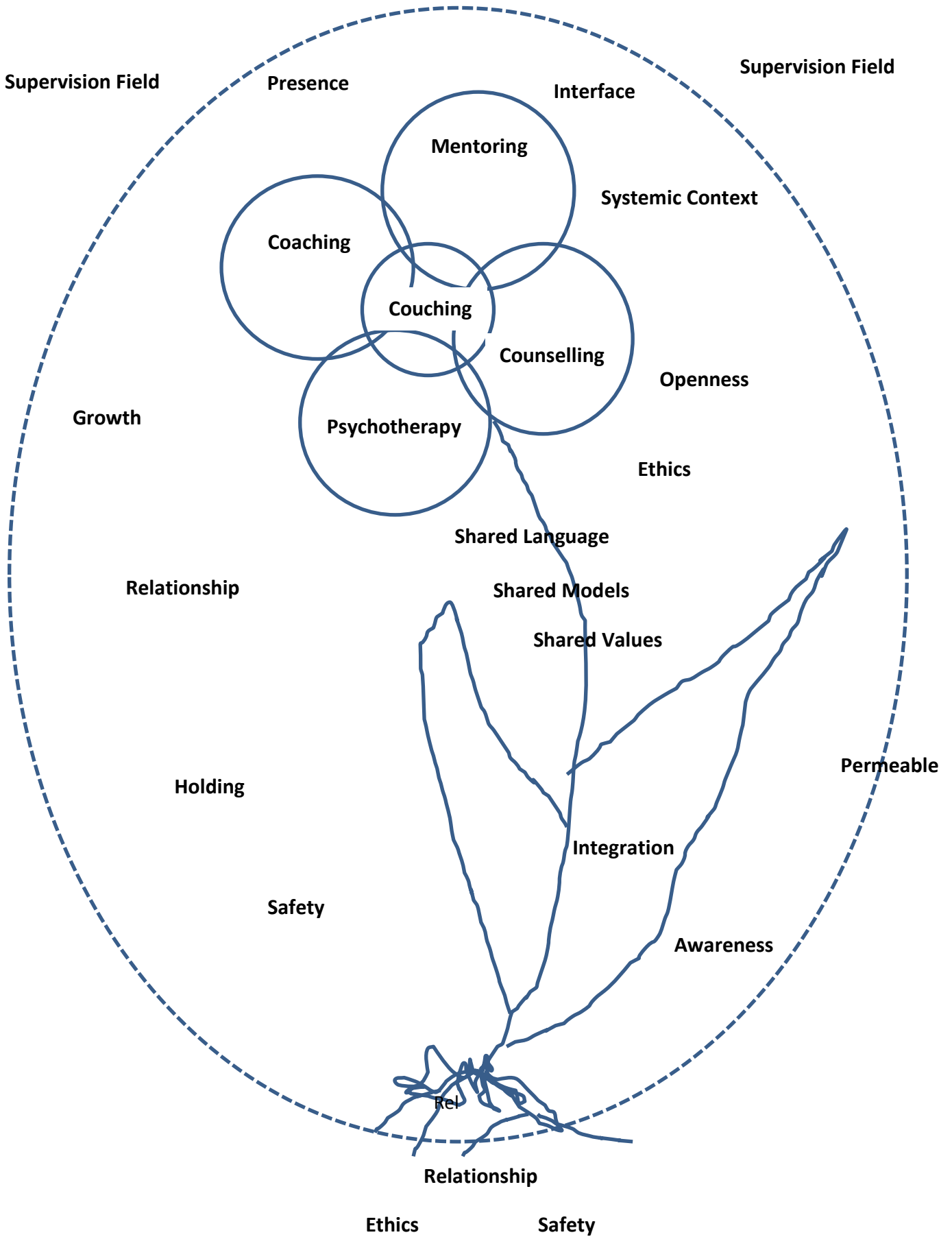
A relational framework

<p style="text-align: center;"><u>Contact</u></p> <ul style="list-style-type: none">• Meeting• Psychological Contact• Presence, Attunement and Resonance• Relational aspects when making contact• Environment in which supervision takes place• On-going movement of a deepening relationship• Impressions of each other	<p style="text-align: center;"><u>Concept</u></p> <ul style="list-style-type: none">• Exploring what supervision is and not• Discuss and explore models, approaches or frameworks of supervision• What does 'couching' mean to each (supervisee and supervisor)• Relational aspects - building safety for support and challenge.• Different organisational perceptions of counselling/coaching/supervision and how couching might work
<p style="text-align: center;"><u>Contract</u></p> <ul style="list-style-type: none">• Collaboration and agreement - how you are going to work with each other• Methods/processes/goals• Agree how to work with boundaries between counselling and coaching• Values, principles and ethics in relation to supervision• Collaborative reviewing of supervision• Beginnings and endings in supervision• Formal and informal contracts• Terms and conditions• Looking after yourself and supporting your supervisees to also do this in relation to their counselling work	<p style="text-align: center;"><u>Context</u></p> <ul style="list-style-type: none">• The Landscape - all in the 'field'• Tasks and responsibilities of supervision• Counsellor development particularly in counselling and coaching• Supervisor development re couching• Supervisee's and supervisor's experiences, cultural/social/political/spiritual constructs and experiences in organisations- reflexivity• Relational aspects - anything of note that are in each other's past that might affect the relationship• Difference and diversity in supervision• Organisational aspects of supervision• Systems - the organisational culture• Ethics - codes of conduct or frameworks• Ethical dilemmas in supervision paying particular attention to boundaries between counselling and coaching• The context of where counselling and supervision takes place• Shadow aspects in supervision - personal, cultural, organisational



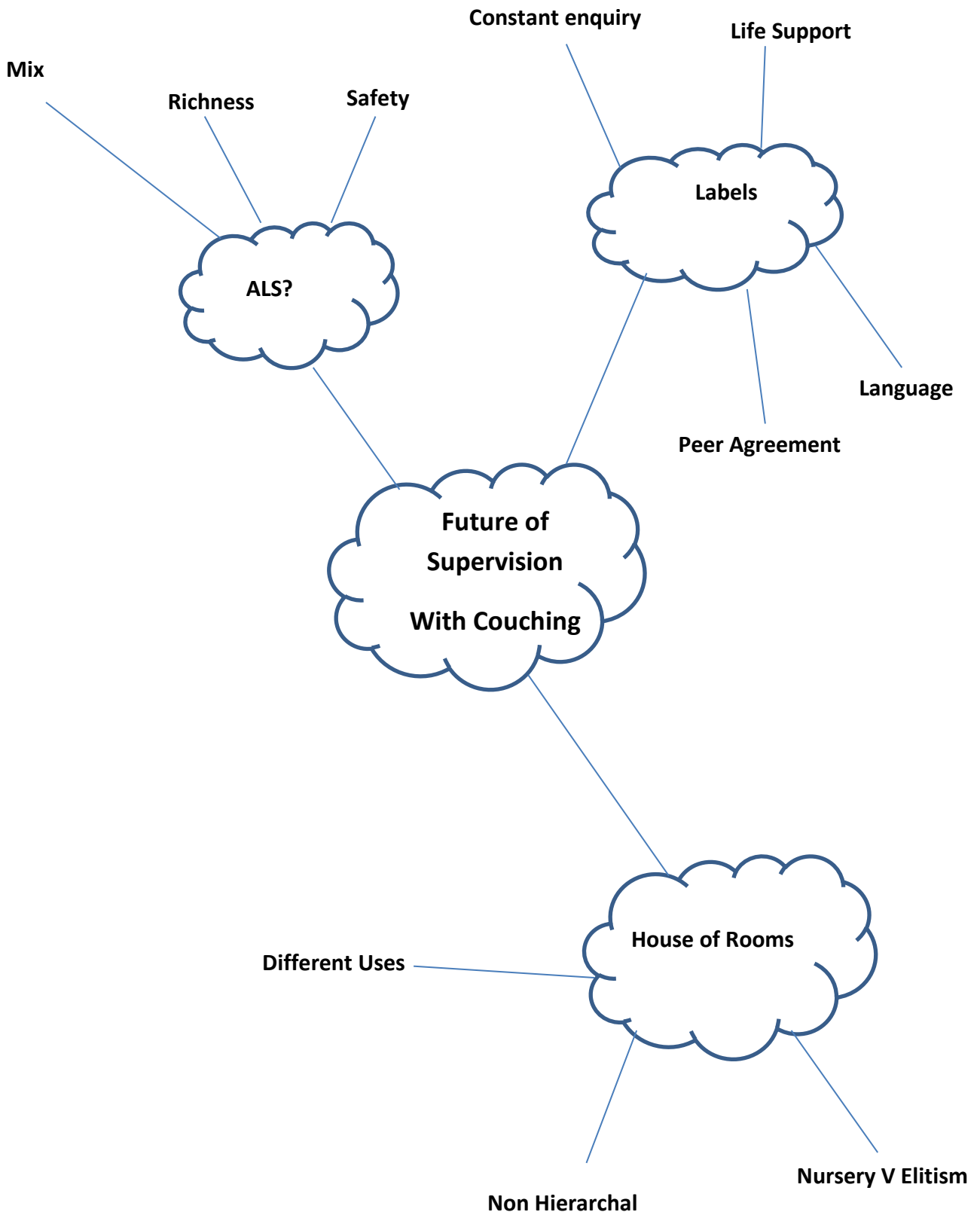
How might 'Coaching' shape supervision? (Discussion in workshop)

by the delegates in Group 1



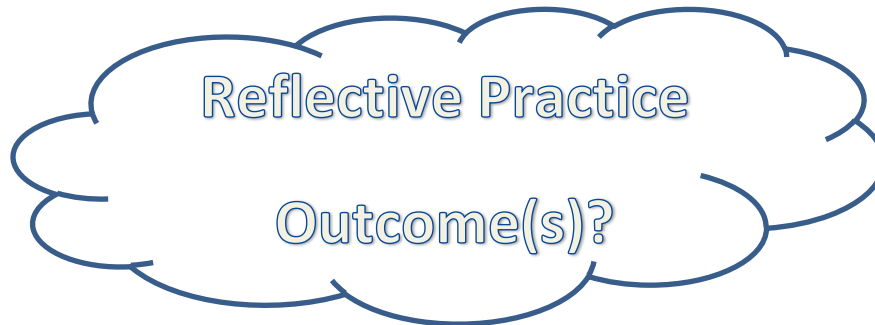
How might 'Couching' shape supervision?

by the delegates in Group 2



How might 'Coaching' shape supervision?

by the delegates in Group 3



- Who is the client
- Informal consent
- Boundaries
- Accountability
- Awareness of coaching/counselling models :coaching

How might 'Coaching' shape supervision?

by the delegates in Group 4

- Different Training
- Wider literature and knowledge base
- Ability to choose supervision
- Learning what to add in or take away from clinical Supervision
- Broadening of Skills – range of availability
- What guides choice – background, settings
- Which ethical frameworks/codes do we use
- Does it need to be outcome focused
- Differentiation both pulling together and pulling apart
- How do you get everyone competent pulling – core generic v specialisms
- Team consultancy – counselling experience and coaching experience

How might 'Coaching' shape supervision?

by the delegates in Group 5

- Moves Supervision into cross modality
- ?ethical frameworks/codes – can we work to agreed ethical contracts
- Clear bespoke contact between 'client' and supervisor
- ? need for specific knowledge ie context??