

The Working Alliance

Understanding and Working with the Energy Fields Set Up In the Coaching Supervision Relationship

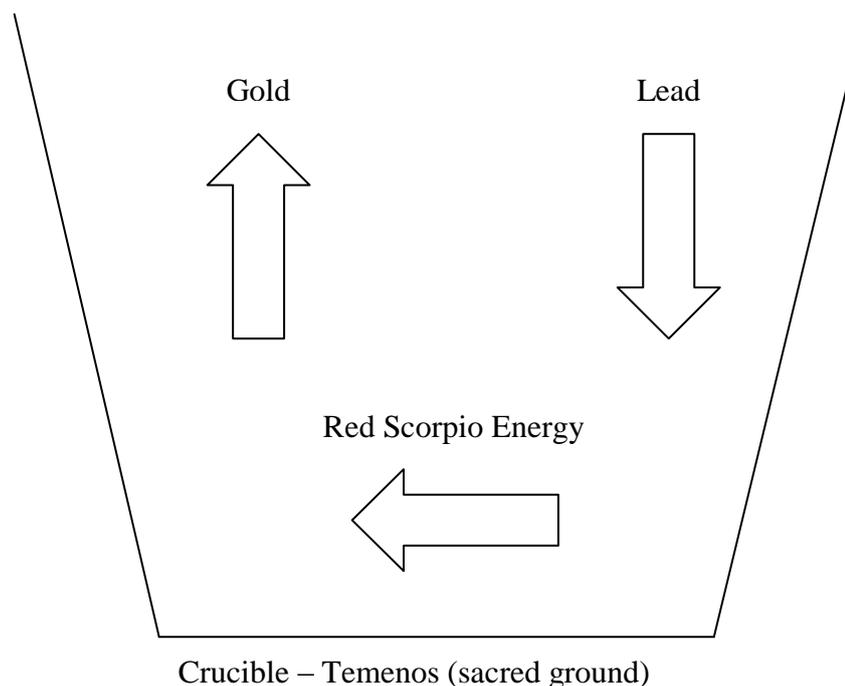
The Working Alliance

What is the working alliance? It could be argued that the concept of the working alliance will be different for each of us dependent on our values and perceptions of coaching and coaching supervision. With that in mind, it may be an interesting exercise to think about this for yourself, and notice what you discover. From my perspective, the working alliance is the connection that is formed between the coach supervisor and the supervisee, and which results in the creation of a third energy. The resulting working alliance, which is then formed, becomes the vehicle and connection that enables the exchange of energy between the coach supervisor and the supervisee, and which supports the transformative process.

What is really interesting, and what we will focus on and explore in this workshop, is what causes that energy to form, and how we can use it.

My hypothesis is, that it is the energy formed by the connection made in the process of setting up the working alliance, which is the driving force in the transformative process that facilitates the work. Or to put it another way, it is the Scorpio energy in the alchemical process of turning lead into gold.

Firstly the main focus of the coach supervisor is to create a safe space, which is the crucible or Temenos (sacred ground) wherein the work takes place.



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How Does This Work From A Scientific Perspective?

We now understand through breakthrough discoveries in quantum physics, neuro science, bio-field science, and cardiovascular neurology, some of the processes that happen in the “field” of energy (Zero Point Field) which is the universe and from which matter is formed.

The Heart and our Energy Field

Bio-field scientists have discovered that the heart creates a 3D electromagnetic field around the body; this can extend up to 15 feet, and may indeed actually extend to infinity. This electromagnetic field carries messages throughout your body, and is the activator that turns on and off DNA. However the field does more than carry messages around your body, it connects you to who you are – your own consciousness - and brings you into connection with the “other”, what is around you, and the Zero Point Field – in other words everything.

60-65% of the cells in the heart are neurons, identical to those in the brain. The heart can give instruction and release hormones to the rest of the body in the same way the brain can. The heart can override the brain. When we intentionally connect with our heart, an electromagnetic spike of energy is emitted from the heart. This is immediately replicated by the brain, with the result that the heart and the brain become coupled electromagnetically – a state of being called the “entrained heart”. From this place of awareness we access our conscious awareness and our consciousness. As we come into alignment in our whole being, or self, we naturally start connecting and communicating with the Zero Point Field. In coaching terms we come into Presence, the place of the heart. It is from this place of Presence that the energetic Temenos or crucible is created within which the working alliance is formed and the transformational process may take place, as described above.

Connection in the Field

In order for two particles to connect/interact in the Zero Point Field and exchange information, a virtual particle is formed which facilitates that interaction. The virtual particle is dissipated following the interaction, and is usually reabsorbed by the parent particle; however it can be absorbed by the other particle, or dissipated in the Zero Point Field. This in essence is what happens as the energetic connection between you and your supervisee begins to occur, and the virtual particle is the third energy, which is formed, is the transformational field or Temenos.

So What Does All This Mean To Us As Coach Supervisors?

Let’s look at what happens when in supervision, your energy and your supervisee’s energy connect.

In the first instance the supervisor comes into Presence – a place of the heart from which they “tune in” to their supervisee’s field whilst keeping their own “stuff” out of the interaction. We do this in much the same way as one might meditate. i.e. by “coming home” to ourselves. From this place of connection with self, one is actually connecting with one’s higher self or consciousness,

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which in turn facilitates our connection with the Zero Point Field and with your supervisee's field. As we connect heart to heart with our supervisee, our energies create a third energetic field that facilitates the connection and sets up a connection between us that enables an exchange of energy, much as described in the connection of the quantum particles and the construction of the virtual particle. You may imagine this connection as a figure eight flowing between the supervisor and the supervisee's heart. It is in this place/state that deep intuitive connection is established, and a flow of energy and interaction begins. In spiritual terms one might call it connecting with Love. In coaching terms it might be called being in a place of Coaching Presence, and forming the working alliance. In reality we are working from the heart; Rollin McCraty, Director of Research at HeartMath, makes an important observation here,

'numerous experiments have demonstrated that the signals the heart continuously sends to the brain influence the functions of higher brain centers involved in perception, cognition and emotional processing.....the cardiac bio-electromagnetic field may have much to teach us about learning...'

What Supports Us To Form An Effective Working Alliance?

Simply put, this is working from the I'm OK you're OK position - to borrow from Transactional Analysis. It is to meet your supervisee from a non-judgmental, unconditional place without any agenda of your own. This is what I meant earlier when I said about the supervisor keeping his or her "stuff" out of the interaction. Coaching Supervision and Building the Internal Supervisor are important in enabling us to enter and stay in that sacred "sterile" space. Since it is not about disowning who we are, rather the opposite, by coming home to ourselves and noticing and recognising what we bring to the connection, we can neutralise/transform in love, any negativity which would distance us, or stop us fully connecting with our supervisor or supervisee. Interestingly, in the Zero Point Field, it is partly for this purpose that the virtual particle is formed. It is the role of the virtual particle to maintain the balance and neutralise any imbalance that would cause the two particles to repel rather than connect.

What Happens When The Session Is Finished?

In the case of the virtual particle, the other body may absorb the particle. If this is the case in the energetic transfer between supervisor and supervisee, then one might speculate that this is healing/transforming energy, which the supervisee takes away with him/her and which supports the work between the sessions? I don't know, but I throw it out for us to consider. What is clear from research is that people's lives are changed and transformed, not by the methodology of the approach used, be it a form of therapy, supervision, coaching, or counseling, but by the quality of the relationship which is created between the practitioner and their client.

Miriam Orriss © 2010

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