

# Year 1 coaching

## What is coaching?

Coaching is a structured learning relationship where the person being coached (the coachee) sets the agenda and brings specific goals or challenges where they would like to grow, improve or reflect upon as both a social worker and leader. The coach, through motivational interviewing, active listening and a range of systemic and reflective techniques, helps the individual to increase their self-awareness and reflectivity; assess their development needs; to help identifying and removing any blockers to reach your goals. The coach helps the coachee to consider options and make informed choices in order to achieve sustainable change. At its core for sessions to have maximum impact coachees must be committed and engaged to the process.

## Coaching in a social work context

Coaching has been identified as way to meet the emotional and developmental needs of social workers by enabling reflection. Working in a relationship-based way requires an ability to reflect on self, awareness of one's responses and feelings to situations as well as insight into how one's own familial, emotional histories constructs an understanding of the "other" and contributes to specific interpersonal dynamics. Reflection is also essential for managing the emotionally charged nature of the work and the challenges that it brings. Finally reflection is key to the achievement of academic and professional goals.

**Coaching differs from the support of your CSW or Practice tutor as it is a completely confidential space to reflect and talk with an independent person outside of Frontline, where you set the agenda.**



Meeting PCF requirements



Confidence



Work/home life balance



Time management



Examples of what you can work on with your coach



Stress and anxiety



Resilience



Learning needs



Academic work

# The process



If you and your Practice Tutor agree that coaching may be of benefit to you, then the Practice Tutor will make a referral to the coaching team. The contents of this referral will be discussed and agreed upon between you and will be used by the coaching team to match you with a coach.

If there is anything that you would like us to take into account when matching you please flag this on the form. For example, if you would prefer to work with a coach who is from a Black, Asian or Minority Ethnic background or a coach who has experience of working coachees who are Neurodiverse.

The information on your referral form will not be shared with your coach, it is for internal use only. The primary reason for this is that coaching is a space for you to use for whatever you feel would be of most benefit to you. You set the agenda and can work with you coach to identify the goals that you believe will move you towards where you would more like to be.

## Referral

After agreeing coaching would be useful with you, your PT will make a referral to the coaching team. You will then be matched and introduced to a coach.

## Coaching


You will usually have 4 x 1 hour coaching sessions at times agreed between you and your coach. These sessions will take place online.

## Evaluation

After your final session, we will ask you to give feedback on the coaching experience. Your PT will also be asked to give feedback



Some feedback from year 1 participants who received coaching last year:



“[My coach] has been a beacon of light and positivity over the last few months. She has helped me to work out effective ways to handle the pressures of academic work alongside casework, creating really rigorous plans with me which have helped me to believe in myself and get things done. She has helped me to recognize my strengths and find ways of working with rather than against them. I honestly don't feel like I could have done as well as I have done without her support.”

“[I wanted ..] to find ways of overthinking conversations and what/how to say things to family members that I work with, rather than be in the moment and being an active listener.... My coach was warm, friendly and was able to guide me to make the changes for my professional development. I feel that my coach has given me a new set of skills that I can continue to use. ”

“[My coach] created a safe, non-judgmental environment in which to explore ideas and always gave me something to think about between our sessions. His coaching style enabled me to consider aspects of practice and leadership in more depth than I would have done without his support.”