

The 3 Ps of Coaching

Tatiana Bachkirova – original idea from David Lane 2006

Source 'The Heart of Coaching Supervision' Eve Turner & Stephen Palmer

To develop a practice of coaching and supervision from who we are (the coach as the main instrument of coaching)

Questions to help refine & develop self - reflection and delve into your creative subconscious for your 3Ps.

Philosophy

Philosophy of change and support? Inc values, beliefs, theoretical perspectives, main assumptions about human nature, change & influence.

- **Who has inspired you?**
- **What would you like to know more about?**
- **Which theories most influence your practice?**
- **Which theories can you relate to? (an integrated model of coaching?)**
- **Which theories present a rationale for the practices you use?**
- **Which theories are built on values that are similar to yours?**
- **What books are you drawn to?**
- **Whose writing do you return to repeatedly?**
- **What films resonate for you?**
- **Which painters attract you?**
- **What music?**

Purpose

What purpose does your coaching serve? Include intention, outputs, results

- **When contracting with a coachee, how would you know that you could add value to them?**
- **What would tell you a coaching session was a good one?**
- **What would tell you that your long term coaching has been successful or at least worthwhile**

- **On what basis would you say that a session was a waste of time?**
- **On what basis would you stop coaching someone?**
- **What sort of feedback from a coachee would you change your model of coaching?**

Process

What process is appropriate to that purpose and philosophy? May include a description of what you do and what happens when you coach?

- **What appeals to me about this approach, method, tool?**
- **Where does it work well, who for?**
- **How do we know it works?**
- **Where has it not worked well?**
- **When we think of it working well, to what purpose does it contribute?**
- **In what ways does this fit our philosophy?**
- **What does this method tell our clients about our philosophy & purpose?**