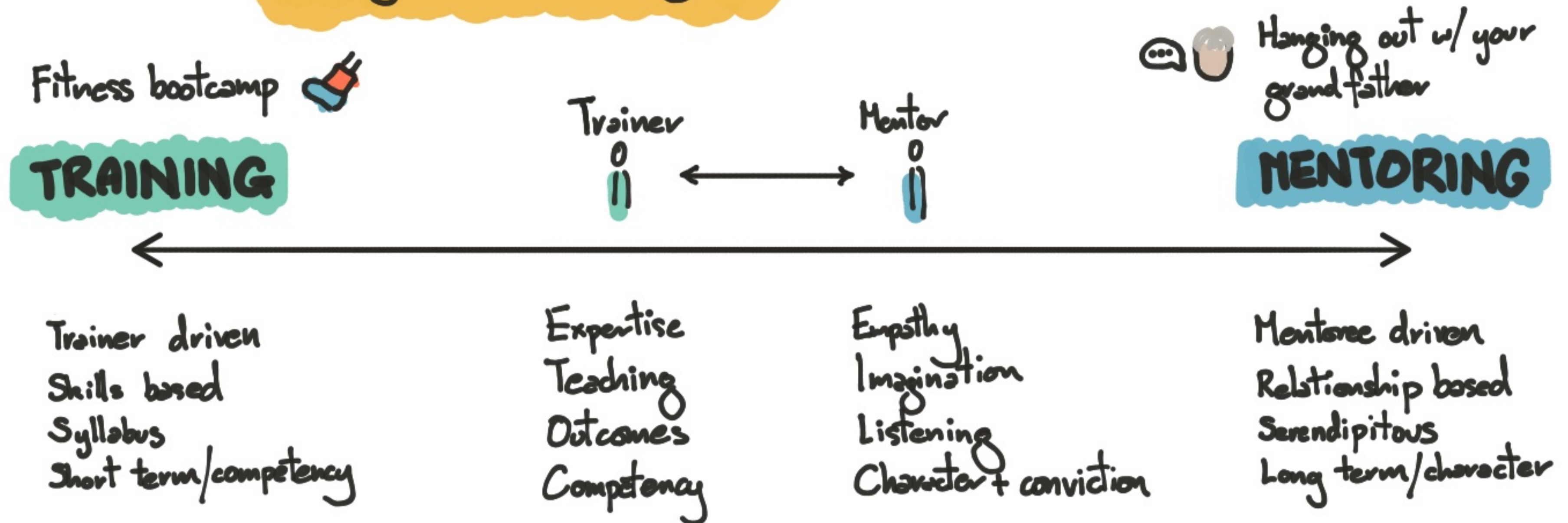


# GOSPEL COACHING

COACHING TRAINING WITH REACH AUSTRALIA

It's important to clarify what coaching is.



Coaching can move from one end to the other. Gospel coaching dives into methods & motives.  
We want explore: "What are you doing?" and "Who do you want to become?"

**An ongoing 1-2-1 intentional conversation that brings the Gospel on the person's relational, personal, missional + spiritual life.**

KEY TO COACHING WELL IS:

- Understanding people
- Adaptable / imaginative
- Deep in relationship
- Listening / questioning
- Commitment to person
- Accountability in objectives

> Conviction to shape ministry + motivations by the GOSPEL



# LISTENING

We start in their head -----> We need to **listen**

information + emotion

belief + personality

We need to be careful about prematurely forming judgement + steering the chat.

**respond**

attending / present

reflecting / restating / summarising

**question**

elaborating + clarifying

Our number #1 tool is a **GREAT QUESTION**

① Notices where the energy is and explores it

③ WHAT is easier than WHY to start  
↳ concrete to concept/motive

② Is open, broad & simple and let's them talk

④ Zoom in to details but zoom back out to where we started & where we've gone



# G.R.O.W. COACHING MODEL

⇒ Always begin with CONNECT + PRAY

## GOAL

Diagnose + discern where the conversation should go

bounce back + faith to refine goals



IS THERE SOMETHING WE NEED TO WORK ON?

Articulate + agree (don't assume) on goals

What kind of **problem** is this?

What kind of **help** do they need?

**STRATEGY** outcomes, options, costs?

Advisor/Consultant

**KNOWLEDGE** be an empowering liberator

Teacher/Trainer

**MOTIVATION** lack, wrong, fear?

Evangelist/♥ Surgeon

**OBSTACLE** cope, endure, opportunity?

Prayer/Empathy

↑ Rule out/clarify SKMO as you revisit goals

## REALITY

Getting more content + information

TELL ME ABOUT THE SITUATION

We will revise our goals as we hear the reality of the situation

You might **challenge/evaluate** goals by getting to pitch it to you

You might **reframe** (with questions) by zooming out of the immediate

GOSPEL RESPONSE: Idols/sin → repentance → reconciliation → change

## OPTIONS

Evaluating possible courses of action

SO WHAT ARE YOUR OPTIONS?

Have a conversation where **THEY** evaluate the options

↳ may give more insight into their way of thinking.

Ask **OPEN THINKING QUESTIONS** (not just information)

Closed questions can be helpful in getting commitment.

## WHAT'S NEXT

Actions coming out of the conversation

SO WHAT'S YOUR NEXT STEP?

Set targets that are...  
**S**PECIFIC  
**M**EASURABLE  
**A**TTRACTIVE  
**R**EALISTIC  
**T**IME BOUND

what does success look like?

how do you know ✓?

do you want to do it?

can you do it?

when will it be done?

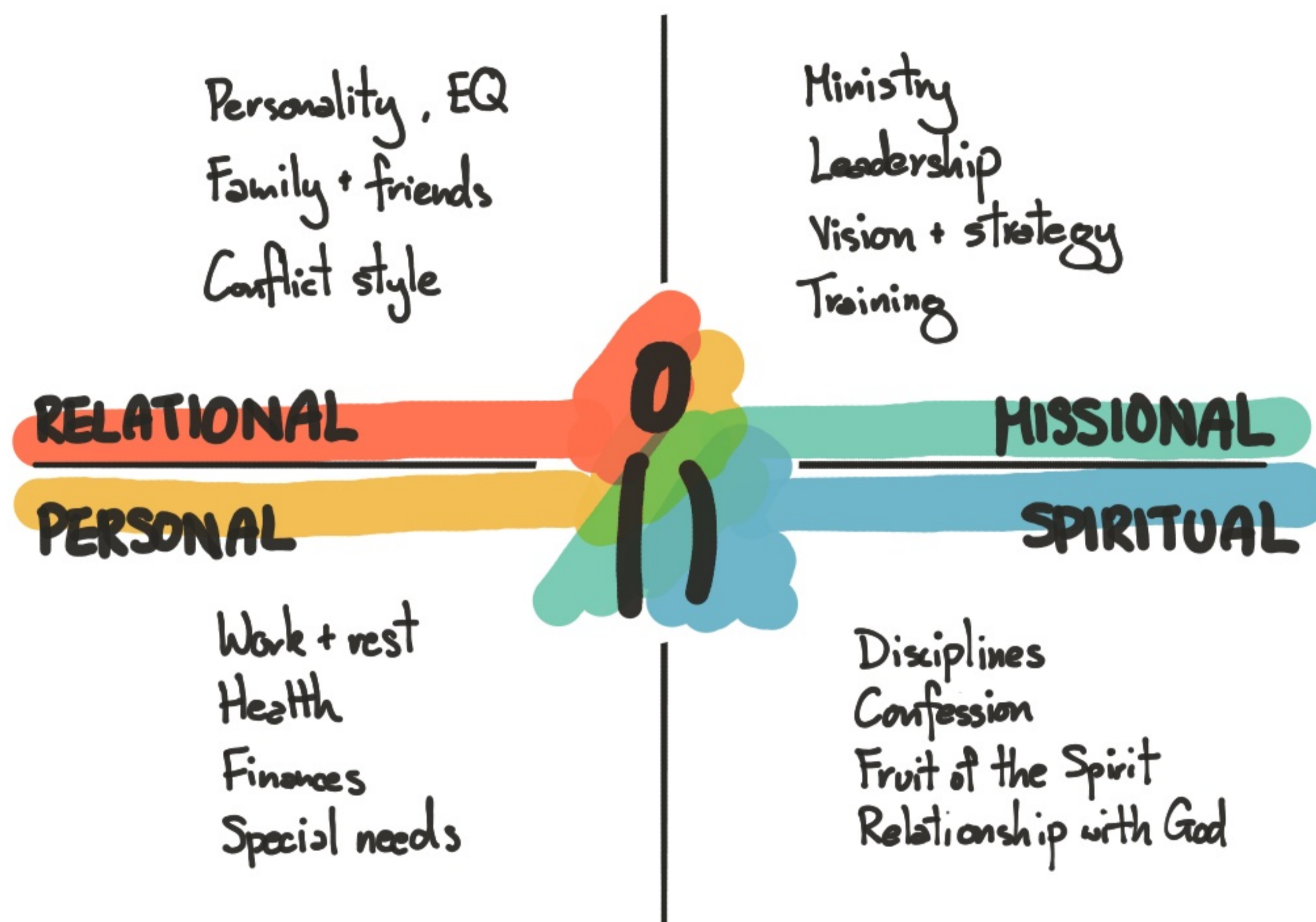
Remember **ASK QUESTIONS**  
don't just give answers

Always finish with REFLECT + PRAY ♥



# R.P.M.S.

Coaching is not just about the conversations but ultimately the **PERSON**  
What do I know about the person?



inter-related

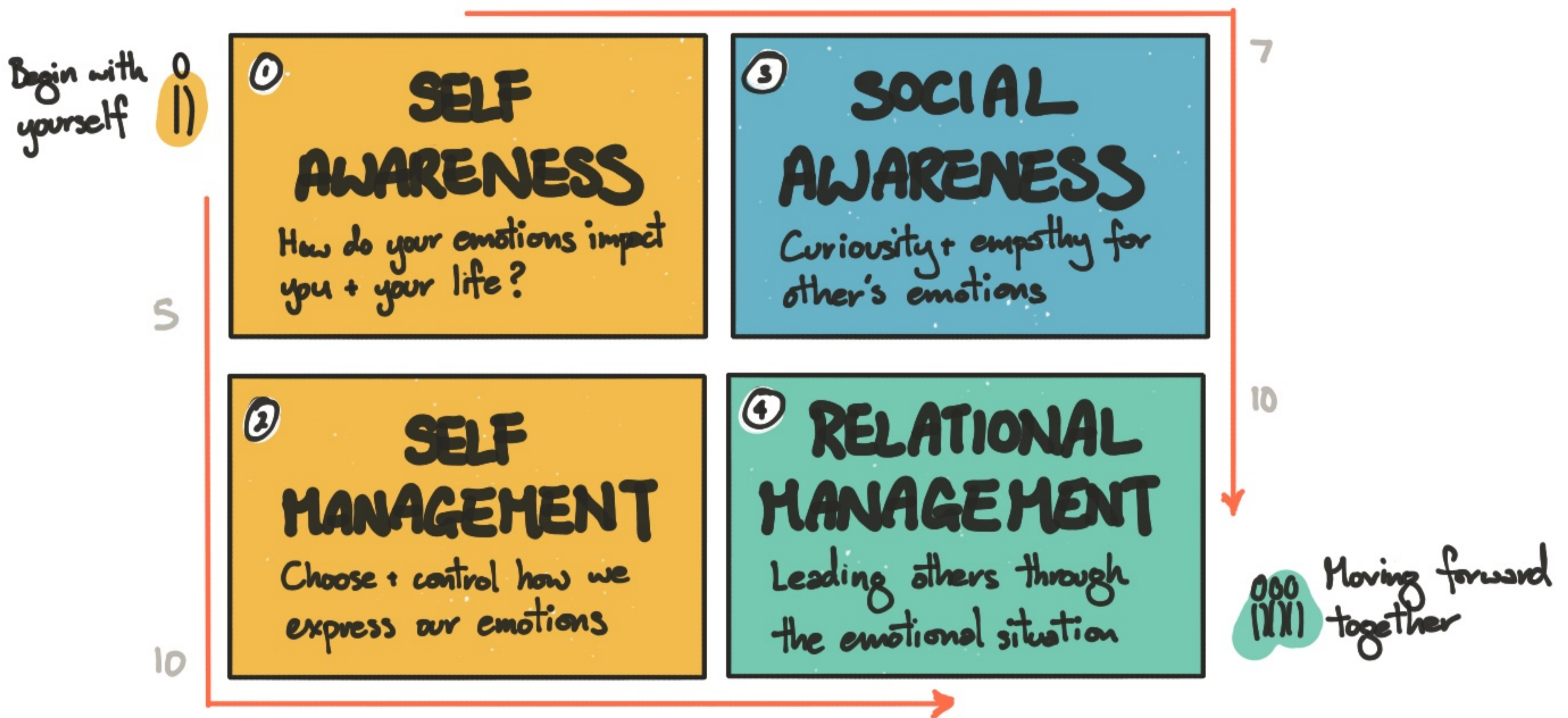
Am I comfortable in ministering to all 4 areas?  
Do I gravitate or avoid to a particular quadrant  
How much do I know about the coachee in these 4 areas?  
Am I being ministered to in all 4 areas?

This can be explored in a casual way in the connect + pray opening  
in a more formal written personal reflection  
in a more relational context with others



# EQ

**EMOTIONAL INTELLIGENCE (EQ)** accounts for a lot of difference in effective leadership. Leaders generally are deluded about their EQ. It is not an easy aspect of yourself to grow. Dealing with our limitations is key.



Paying attention to emotions can point us to:

- **PERCEIVED REALITY** - what they really think
- **BIG SWING** - range of understanding on the issue
- **MIX FEELINGS** - distil to the primary emotion(s)
- **INTENSITY** - the degree of impact

- Tools:
- The Wheel of Emotion (Plutchik) - extending emotional vocab
  - Charting intensity of emotions
  - 7 primary emotions [ helpless, hopeless, worthless, sadness, hurt, fear, loneliness ]  
to breakdown complex [ empowered, hopeful, valued, joy, treasured, secure, belong ]

What emotions do you see in your coachee & how are they managing?

EVENT → REACTION → ACTION → IMPACT → REFLECTION



# GROWTH BARRIERS

Different groups sizes have different dynamics (i.e. Dunbar's number)

Expectations & function looks very diff.	clique <b>2-8</b>	sympathy group <b>8-25</b>	relational <b>25-120</b>	belonging <b>120-350</b>	mission <b>350+</b>
	leadership team	2nd level leaders	congregation w/ "pastor"	recognises one another	shares a vision

connecting, decision-making, aesthetics, role of pastor, feel of relationships will all change as size changes.

2 key areas a leader needs to know how to change in...

## LEADERSHIP CHARACTER

Character of the leader will increasingly impact the culture

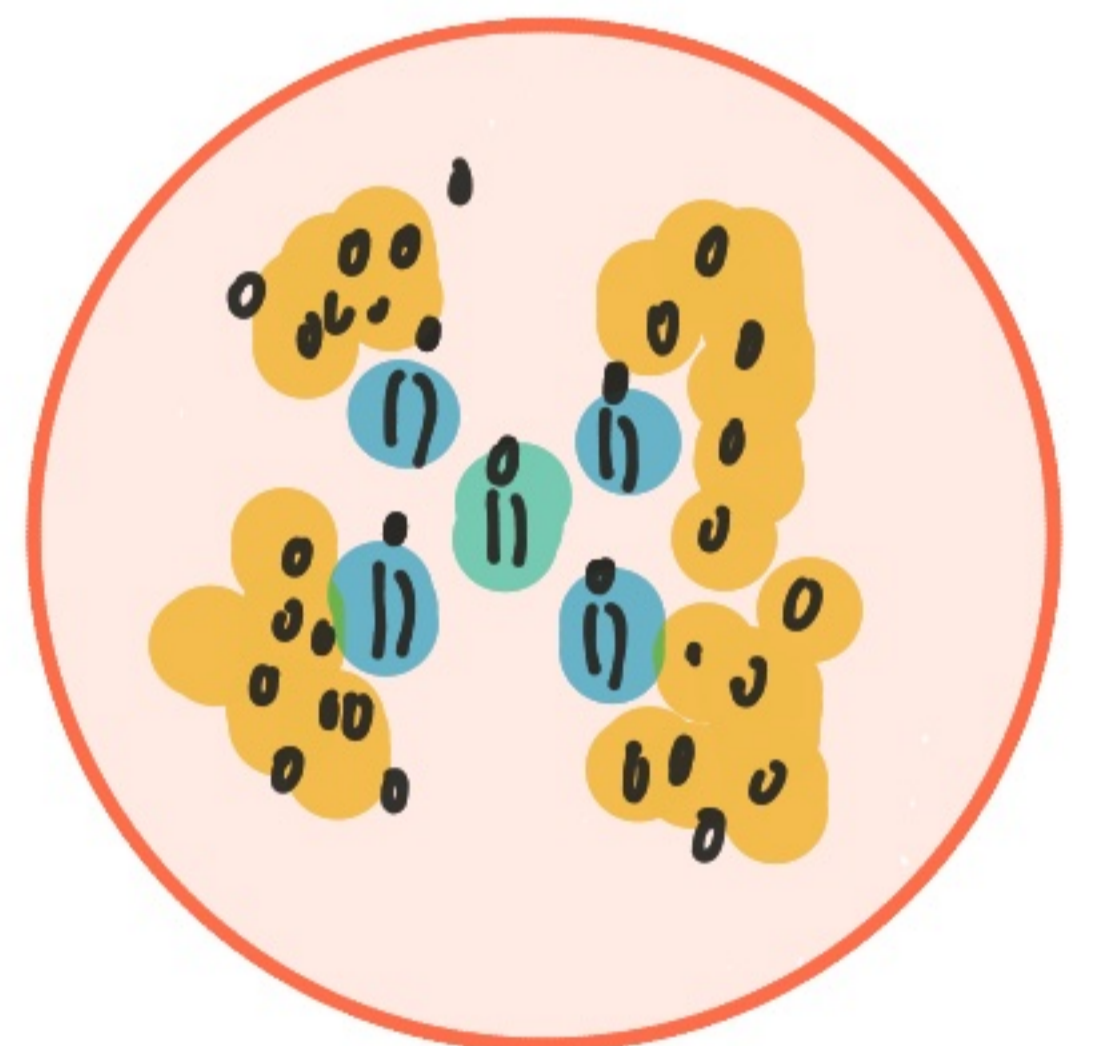
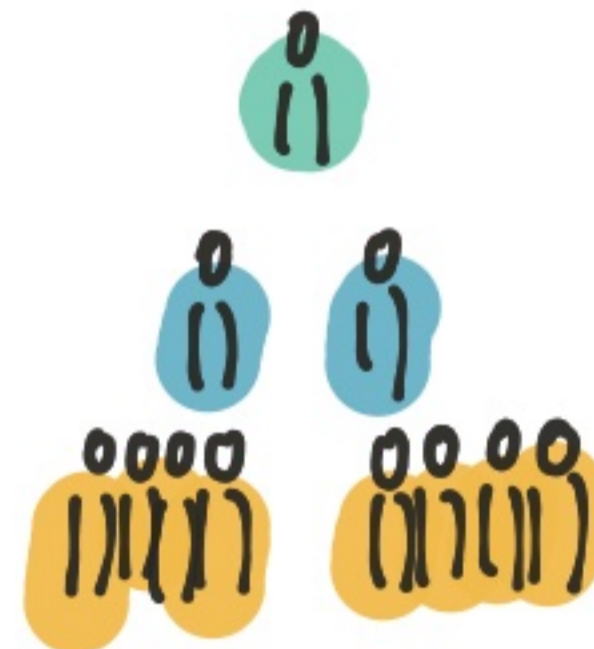
## LEADERSHIP BANDWIDTH

The leader must change how they operate in discrete ways

At every stage we need to:

- develop new **SKILLS**
- reallocate **TIME**
- recalibrate **VALUES**

Lead SELF      Lead PEOPLE      Lead LEADERS      Lead ORGANISATION



Failure to do so will stunt growth

The 2 biggest/hardest shifts

DOER

TRAINER

TRAINER/COACH

COACH

mainly bandwidth

mainly character

Let go of your previous M.O.

Clarify your responsibilities

Learn quickly (~100 days)

Over-invest in immediate reports

Get early wins!

Your character must also grow in order for the church to grow...

- CREDIBILITY** - content + competence
- RELIABILITY** - consistent + predictable
- TRANSPARENT** - known + be known
- SACRIFICIAL** - other person oriented

People need to see + trust you as a person!



# CHANGE + GRIEF

Dealing with change often is **challenging because of loss/grief**

## 6 TYPES OF GRIEF

- Material
- Relational
- Structural
- Functional
- Intrapsychic
- Role

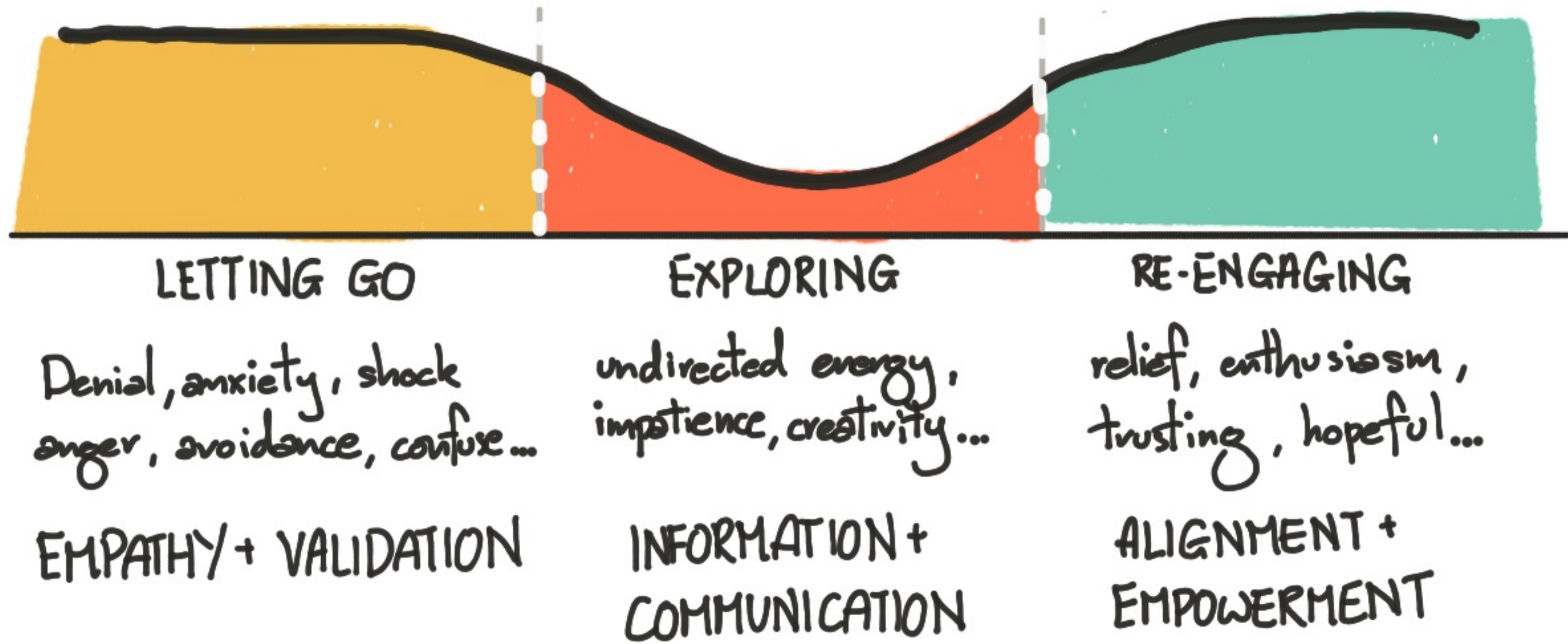
## 4 ACTS OF GRIEF

- ACCEPT** I won't have this anymore...
- FEEL** Experience the emotions
- ADJUST** Adapt practically/physically
- ATTACH** Emotionally attach to new future

Helping people mourn is a key pastoral/leadership skill  
Self differentiation in the change/grief is key to your effectiveness.

## THE CHANGE

driven by:  
- natural  
- vision  
- crisis



**PEOPLE** will process differently



- 20% innovators - enable
- 60% early/mid/late adopters - enlist
- 20% status quo - make space/move on

**YOU** need to remain:

- CLEAR** don't react by giving up clarity
- CALM** don't be intense back
- CONNECTED** don't distance yourself