



Arizona State University  
**iic** **life coaching**  
initiative for inclusive communities

*Solutions for Adults with Disabilities*



"Bummer of a birthmark, Hal."

# Coaching

A partnership between a coach and an individual that supports the achievement of extraordinary results. Such extraordinary results are based on the goals set by the individual.

IFC

## Three Aspects of the Coaching Relationship

- Long Term Excellence
- Self Correction
- Self Initiative

# Integral Coaching

- relational
- somatic
- cognitive
- spiritual
- emotional
- integration

# Coaching Distinctions

- Coaching vs. Mentoring
- Coaching vs. Advocacy
- Coaching vs. Counseling
- Coaching vs. Case Management



# The IIC Coaching Team at CABHP at ASU

# We Coach Adults

With multiple types of disabilities that impede academic, vocational, and other life achievements.

Who are making a transition from one stage of their lives to another and could benefit from the added support.

Who are seeking assistance in seeking higher education, employment, or general life skills.



# The Life Coaching Process

**Interview for Life Coaching** – One of our professional staff will review our services with a potential participant and family member(s) in person, following a referral.

**Intake Assessment** – If our service is determined to likely match the participant/family needs and dreams, then an intake and assessment is undertaken. This assessment includes traditional background information as well as person-centered planning to help formulate an initial action plan.

# Process Continued:

**Assessment Presentation and Planning** – an overview of assessment data, integrated with a person-centered, participant focus. This process leads to an action plan or contract between the individual and life coach.

**Life Coaching Initiated** – Following the assessment life coaching is formally initiated.

# Process Continued

**On-going Evaluation** – Every 90 days the participant, participant’s family, and life coach hold a brief meeting to review progress and reevaluate goals and objectives.

Modifications to the action plan are made in writing for regular review.

# Three Designs of Coaching

Full Action Life Coaching Services – the most flexible and comprehensive – up to 4 hours per week

Person Centered Coaching – up to 2 hours per week

Essential Coaching - Up to 30 minutes per week

# Research Component

Building an evidence base for life coaching services

Core to the mission of ASU's IIC is the conduct of socially significant research that documents the effectiveness of the services provided to participants and their families, and helps to promote the expansion and adoption of our novel service models in other communities.

## Research questions?

How do life coaching services differ from traditional forms of case management and family support services?

What types of coaching assistance do program participants find most helpful?

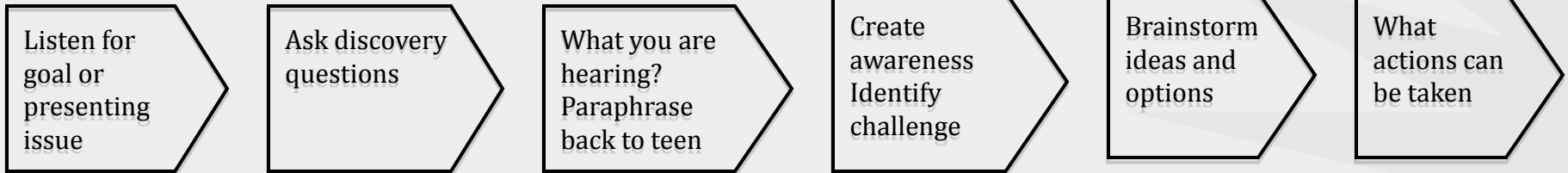
Does the provision of life coaching services result in improvements in the general life quality of the individuals we serve, and, in particular, their engagement in higher education, meaningful paid competitive employment, and meaningful relationships?

Does the provision of life coaching services reduce the level of strain, stress, and anxiety frequently experienced by parents of adult children with disabilities?

Do high school special education students who attend Camp Taylor experience increases in their career and educational aspirations and do they subsequently enroll at ASU or other colleges?



# Coaching Conversations



# A Coaching Program

Self Observations – Creating a Strong understanding of what works for you and what does not

Practices - Creating Positive Habits

# Tonglen Practice of Breathing

- (1) Rest your mind briefly in a state of openness or stillness**

# Tonglen Practice of Breathing

**2) Work with texture. Breathe in a feeling of hot, dark, and heavy, and breathe out a feeling of cool, bright, and light. Breathe in and radiate completely, through all the pores of your body, until it feels synchronized with your in-and out-breathe.**

# Tonglen Practice of Breathing

- (3) Work with any painful personal situation that is real to you. Traditionally, you begin by doing tonglen for someone you care about. However, if you are stuck, do the practice for your pain and simultaneously for all those just like you who feel that kind of suffering.**

# Tonglen Practice of Breathing

- 4) **Make the taking in and the sending out larger. Whether your doing tonglen for someone you love or for someone you see on television, do it for all the others in the same boat. You could even do tonglen for people you consider your enemies-- those who have hurt you or others. Do tonglen for them, thinking of them as having the same confusion and stuckness as your find or yourself.**

# Tonglen Practice of Breathing

**Let it go.**

# Coaching Questions

- (i) What nourishes you?**
- (ii) What behaviors or habits are a problem for you? For others?**
- (iii) Who is easy to listen to? Difficult?**
- (iv) If an anthropologist visited your home (Car) what story would they tell?**



# A Sample Session

**In Pairs – 10 minutes each.**

**Each person picks an issue**

**Interview –what brings you here today, ask discovery questions, clarify what you are hearing, state challenge, brainstorm actions, state one action.**



Until Next Time...

Be Kind to Yourself

Nan Carle PhD

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