

Coaching Signatures™

Profile

The Coaching Signatures™ Profile provides an evaluative, self-reflective psychological profile, which enables coaches to recognise and understand their most developed and natural coaching signature. It is a construct of the Personal Ecology Profile (PEP) and is a metaphor rich, projective profiling instrument ideally suited for the supervision, training and development of coaches at all levels of expertise which creates self-awareness through reflective and reflexive practice. It is based on the idea that a person's life can be viewed as an ecological system; the interaction between a person and their environment and the people they engage with within that environment. The image of a personal landscape captures this notion of personal space in a tangible, visual way. The Coaching Signatures Profile™ provides an organisation's leadership and management with a dynamic framework and shared language for the supervision, development and evaluation of coaches.

The web-based Coaching Signatures™ Profile generates and maps eight different coaching styles or 'postures' and measures the emergent relational space between the coach and coachee demonstrating how the coach changes and responds with different coachees and in different contexts thus raising self-awareness and giving rich, vital data for supervision. The model provides a framework for coaching supervision to develop and extend the supervisee's repertoire of coaching postures and strategies, thus increasing their coaching effectiveness and ability in whatever context they work.

The Process

Drawing on the ecological metaphor, participants are invited to create their own imaginary, visual landscape in response to a series of cues. Upon completion of this on line process (approximately half an hour), the data is analysed and a report is generated which identifies the coach's unique coaching signature and which coaching posture they are using with different coachees. Coaching Signatures™ Profile data can continue to be plotted over time and therefore can build a confidential reflective journal providing focus for supervision issues such as:

- Which coaching postures and strategies are currently being used?
- Which postures and strategies need to be developed?

- Which postures and strategies more accurately meet the needs of the coachee?
- Which postures and coaching contexts are not appropriate
- Difficulties or 'blocks' in the coaching relationship

The Benefits

The Coaching Signatures™ Profile helps in the coaching supervision process by enabling coaches to understand how they can become more mobile and flexible in their coaching behaviours through learning to 'roam' around the different coaching postures and to appreciate how their current coaching strategies are impacting on their coachees. The coach thus becomes more aware and empowered to make choices and behave in a way that will improve their standard of practice, coaching ability and performance through:

- Identification, awareness and analysis of their unique coaching signature
- Provision of a framework and shared language to develop, monitor and evaluate coaching practice
- Creation of strategies for developing alternative and appropriate coaching interventions
- Matching coaching practice appropriately
- Providing a more self-aware, developed, versatile, confident and reflective coach

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