

InterLINK Coaching Program for IBPOC Library Workers



Frequently Asked Questions

1. What is coaching?

Coaching is a development process that enables you to build your capabilities so that you can achieve personal and professional goals. It is a personalized, experiential learning process that is 100% focused on your learning and growth. Coaches partner with you in a thought-provoking and creative process to inspire and unlock your full potential. Every coaching relationship is unique and focuses on what matters most to you.

Here is a short video that illustrates what coaching looks like:

<https://www.youtube.com/watch?v=PpmeQj-LFoY>

2. How does coaching work?

Through a series of confidential one-to-one meetings founded on mutual respect and trust, you and your coach work in partnership to achieve agreed upon goals and outcomes. A coach is 100% committed to your learning and growth. Additionally, coaching is:

- about asking questions, offering new perspectives, setting goals, finding momentum, getting unstuck, and moving forward
- about the whole person. We believe our emotional, psychological, spiritual, and physical selves are deeply interconnected
- 100% confidential and bound by the ethics and rules set out by the International Coaching Federation ([ICF Code of Ethics](#))

3. What is a coaching relationship like?

Coaching is a relationship of equals where the responsibility for decisions and actions lies with you. The responsibility for providing support with insights, observations and challenges lies with your coach.

Coaching is not a substitute for professional advice or counsel by legal, medical, psychological, financial, business or other professionals. As such, you have a role in sharing how you want to be coached, getting full value from coaching and letting the coach know when something is not working.

The coaching relationship is tailored to meet your individual needs. Therefore, it's important to create agreements that govern how you and your coach work together to achieve results. These agreements can be re-designed at any time to ensure an honest, courageous and safe place for your exploration and discovery.

4. Why coaching?

Here are some common reasons why you might seek out a coach:

- You want something more, better, or different for your life or career
- You feel stuck and unsure about how to make the right choices
- You feel burnt out or uninspired, and want to reconnect with an inner sense of fulfillment
- You are facing a sticky challenge, such as an interpersonal conflict
- You are experiencing a major life transition and are trying to navigate it or figure out what's next

5. What are some benefits of coaching?

The [benefits of coaching](#) are many. According to research done by International Coaching Federation, 80% of people who receive coaching report increased self-confidence, and over 70% benefit from improved relationships, work performance, and more effective communication skills. When it comes to coaching within organizations, 86% of organizations report that they recouped their investment on coaching and more (source: ICF 2009).

Coaching provides an invaluable space for personal development. Specifically, by providing opportunities for inner reflection and active experimentation, coaching can help to:

- Boost confidence
- Increase effectiveness
- Improve relationships
- Resolve conflict
- Make meaningful change
- Find more fulfillment in both work and life

6. How does coaching differ from mentoring or therapy?

With therapy, the relationship is hierarchical with the therapist as an "expert" focused on diagnosis and treatment. Emphasis is on the past and the present, as well as on one or more problems. In therapy, often the question is presented as "Why and from where?"

With mentoring, the relationship is also hierarchical, where the mentor is considered the "expert" and the mentee as the "learner". Emphasis is on knowledge transfer. The question is often "What knowledge and experience can be shared and passed on?"

In coaching, you and your coach are peers, co-creating the journey. Coaching sees both parties as naturally creative, resourceful and whole. The alliance is designed together and the focus is the present and the future, with a solutions-oriented focus. During coaching sessions, your coach will not give advice, provide answers, or offer mentorship. Your coach will ask a lot of questions and hold you to your agenda and purpose. The question is often presented as "What's next/what now?"

<p>7. What is the purpose of coaching for IBPOC library staff?</p>	<p>This one-to-one coaching program is designed to support library workers who are Indigenous, Black and People of Colour (IBPOC). By providing IBPOC staff the opportunity to engage in coaching, InterLINK libraries aim to enhance the work and life experiences of employees, and move forward their commitments to build a culture of anti-racism, diversity, equity, and inclusion.</p>
<p>8. How long is the program?</p>	<p>This program is designed to include a total of 8 sessions over the 4 to 6 month period.</p> <p>At the beginning, you will meet with your coach for an initial discovery session, where you will agree on goals, desired outcomes, commitments, and meeting logistics. 4 to 6 months is required to help you integrate learning and practice new ways of being and doing.</p>
<p>9. Who do I contact if I have questions about the coaching program?</p>	<p>If you have questions about the program or about coaching in general, you can speak to your supervisor or contact the two coaches directly through this email address: coaching@interlinklibraries.ca. One of coaches will get back to you in two business days.</p>

References:

- <https://www.researchgate.net/publication/300845383> The Efficacy of Coaching
- <https://www.emerald.com/insight/content/doi/10.1108/JWAM-04-2021-0030/full/html>
- ICF Code of Ethics: <https://coachingfederation.org/ethics/code-of-ethics>
- More resources can be found on this ICF website: <https://experiencecoaching.com>