

COACHING

In coaching, the focus is on how the coachee interprets and perceives different situations and on how he or she consequently acts towards others. Coaching always pursues a specific goal, which is agreed at the outset and can be changed as the process unfolds.



REASONS FOR COACHING

UNLOCK POTENTIAL

Each person has an individual set of talents, abilities and personality traits that make him or her unique. Coaching helps to develop an individual's potential systemically by providing guidance in

- the development of leadership competencies;
- the improvement of communication behavior;
- and personal development.

OVERCOME PROBLEMS

Problems are an unavoidable part of life. It takes practice to view this fact as an opportunity to overcome them and learn from them. A coach helps in this process by showing how to

- deal with conflict situations;
- improve one's decision-making competencies;
- and change one's mindset.

FIND SOLUTIONS

People often feel that challenges are personal burdens. The specific situation is considered to be hopeless, which hampers the search for a solution. With the coachee's input, coaching looks for ways to accept and overcome the challenge by addressing

- conduct in change processes;
- the dismantling of personal barriers;
- and stress reduction and the ability to withstand pressure.

PERSONAL REASONS

In order for a person to develop, habits and perspectives often have to be changed. Coaching helps people to view their personal situations from different perspectives and take new paths. It addresses the areas of.

- time management and work-life balance;
- open exchange on an equal footing;
- and career advice and positioning.



OUR METHODS

SYSTEMIC COACHING

Systemic coaching is based on the assumption that the relationships between human perceptions, attitudes and behavior are very complex. One-dimensional cause-and-effect thinking therefore often falls short.

The systemic coach understands that they serve to provide support in the search for and forming of as yet unconscious solutions, and to help the coachee to recognize unconscious resources and get the system moving. This ‚system‘ is the coachee’s world of experiences and environment. It starts to move when various starting points for changes are found. This is the only way to guarantee that a solution is the right fit for the coachee and his or her environment. Systemic coaching thus pays special attention to resources and solutions rather than focusing on problems.

NLP

Neurolinguistic programming (NLP) is based on the fundamental concept of systemic coaching. NLP originally developed from the intention to identify successful methods in therapeutic approaches and use these outside of therapeutic contexts. By using NLP methods, the coachee recognizes how he or she subjectively filters impressions of the outside world through the five senses (neuro) and individually describes them using language (linguistics). If the coachee would like to change his or her perceptions or behavior, he or she must consequently be more aware of internal images, sounds, voices and feelings, and feedback signals from the environment. The coachee can then try out new behavioral patterns and assess them using his or her newfound inner sensibility.

PROCESS WORK

Process work has its roots in the depth psychology of C. G. Jung and in humanistic psychology. It is characterized by the idea that solutions to problems can be found in the problems themselves. They are therefore given more consideration in process work than in other approaches.

Problems are manifested in physical and psychological symptoms, internal and external conflicts and social tensions. They are highlighted in order to find solutions.

HUMANISTIC PSYCHOLOGY

The human image in humanistic psychology presumes that all humans are born with the tendency to self-fulfillment. A favorable course of development from childhood into adulthood thus involves optimum self-fulfillment. However, if unfavorable factors affect this development, people forget to take their needs seriously. Following the humanistic tradition, in the coaching based on this we assume that all humans have a desire for self-fulfillment. This aspiration is reactivated and strengthened in coaching, enabling individual potential to be realized in full. This also lays the foundations for professional success.

PSI THEORY

Humanistic psychology also influenced the theory of personality systems interaction by Professor Julius Kuhl. His theory describes how humans are individually motivated and how they turn their intentions into reality. Based on this, Professor Julius Kuhl created a personality questionnaire, known as the scan potential analysis, which we use. This personality questionnaire enables us to identify important starting points for personal development before the coaching starts and serves as a guide for the remainder of the coaching process.