



WorkLifePsych

What to expect from coaching

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1. Introduction

Coaching is an investment – of your time, your energy, and of course your money. Like any investment, what you get out of it depends significantly on what you put in. The good news is that there are some clear, practical things you can do to make your coaching experience as effective as possible.

This guide draws on years of experience working with coachees at every level – from graduates entering the workforce to C-suite executives – all over the world, and covers what good coaching looks like, the common pitfalls to avoid, and the mindset and habits that make the real difference.

About me



I'm a chartered occupational psychologist, chartered coaching psychologist and chartered scientist with over 25 years experience as a practitioner.

I founded **WorkLifePsych** in 2014 to bring evidence-based coaching and development solutions to professionals, to help them maintain and grow their wellbeing, productivity and interpersonal effectiveness.

I coach professionals at all organisational levels, at all stages of their career, across sectors and international borders. Topics vary widely, but one thing holds true: the intentional use of coaching skills to help my clients clarify and move towards what really matters to them.





2. What is coaching?

At its simplest, coaching is about helping people move from feeling stuck to being unstuck. That 'stuckness' can take many forms – a pattern of behaviour that is not serving you, a career decision you cannot seem to make, a relationship at work that keeps causing friction, or simply a sense that things could be better but you are not sure how to get there.

A good coach brings two things to that process: support and accountability. Support to help you explore your situation and identify your options. And accountability to follow through – not in a punitive way, but in the sense that if you commit to trying something, your coach will ask how it went. That combination is what makes coaching different from a conversation with a trusted colleague, a mentor, or a friend.

It is also worth being clear about what coaching is not. It is not therapy or counselling – those disciplines address mental health conditions and significant life events, and belong with qualified practitioners in those fields. It is not mentoring – a mentor shares their own experience and career path as a guide, whereas a coach does not need to know your industry or sector at all. And it is not advice-giving. A coach will not tell you what to do. The decisions always remain yours.

What coaching involves

Regardless of the topic at hand, a coach programme involves a cycle of the following activities:

- **A phase of discovery** – to clarify your desired coaching outcomes, your motivation for change, and your perspective on how you want coaching to work for you.
- **Questions** – from your coach about you, your thinking, your emotions and your actions.
- **Challenge** – being challenged on your assumptions in order to develop new perspectives on existing beliefs, contexts and challenges.
- **Experiments** – you'll leave each coaching session with a task to complete, a new approach to practice, or a reflection to undertake. Viewing these as small experiments helps minimise the chance of feeling overwhelmed or fear of failure. You'll gather your data from each experiment and bring it to the next coaching session for us to discuss.
- **Reflection** – taking the time to think about your coaching journey; what you're learning, how you're putting your insights into action, and how it feels to try new things. Ideally, done in writing, not just thought.
- **Accountability** – whatever you commit to, we'll discuss next time. Your coach will hold you accountable for your commitments and explore your experiments with you in detail.
- **Support** – ongoing support from your coach to achieve your valued outcomes. This could take the form of encouragement, of clarification, of acknowledgement of your effort or simply provision of resources.

What a typical coaching programme looks like

Most coaching programmes run for around six months, with one session per month – so six sessions in total. This is not an arbitrary number. The time limit is intentional: without a defined end point, it is easy to build an unhelpful reliance on your coach. Knowing there is a finishing line tends to focus the work and help you extract as much value as possible from each conversation.

The programme usually begins with a chemistry session – a 30-minute meeting where you and the coach work out whether you are a good fit. This is your chance to ask about their qualifications, their experience, the methods they use, and how they would approach your particular situation. It is also their chance to check whether coaching is the right intervention for what you are bringing, or whether something else – training, mentoring, or therapy – might serve you better.

From there, the early sessions tend to focus on understanding where you want to get to. That might involve identifying your values, clarifying what really matters to you at work and in life, and connecting that to the change you want to make. After each session you will leave with some kind of action to take – something to try, reflect on, or experiment with before you next meet.

At the midpoint – around session three – there is usually a more formal review. This is a chance to take stock of progress and, importantly, to raise anything you would like to be different about the remaining sessions. In practice, this is often when people feel settled enough in the relationship to be more candid.

Before the final session, you will typically be asked to summarise your coaching experience – what you have learned about yourself, what you have done differently, and what skills or insights you are taking away. This is not for the coach's benefit. It is a document for you: something you can return to in the future when you encounter difficulty, and a reminder that the thinking and skills you developed in coaching can be applied well beyond the original context.



Benefits arising from coaching

Each coaching journey is unique. And yet, at its best, coaching can deliver a host of benefits for each coachee. Working with an effective coach, taking action between sessions, engaging in ongoing reflection – together these can result in the following benefits:

- Increased self-awareness and self-knowledge
- Clarity on what really matters and awareness of how to bring this to life
- Increased willingness to persist through discomfort to attain valued outcomes
- A host of concepts, frameworks and skills to navigate future challenges long after coaching has ended.

All of this depends on engaging with coaching with the right mindset and the remainder of this guide sets out how to do this and get the most from your coaching experience.

The practicalities

The vast majority of our coaching sessions take place via video. We can of course schedule face-to-face sessions if that's your preference, or a mix of the two. This will all depend on where you're geographically located and the coaching team member you match with. Coaching sessions usually last between 60 and 90 minutes, and we meet on a monthly basis.

Your coach will provide you with any resources you need (e.g. handouts, articles to read, videos to watch) and agree with you the tasks you'll complete between each session. This might involve maintaining a journal of your development, experimenting with new behaviours or trying some relaxation techniques. The key point is: you'll take action and come to your next session ready to share how it went.

Confidentiality

The coaching relationship is different to most other relationships in your life and one core difference is the confidential nature of coaching. With very few exceptions, what we discuss in our coaching sessions doesn't leave the room.

These exceptions are concerned with legal and wellbeing issues, and we'll elaborate on them during the chemistry meeting. And if you'd like us to intentionally speak to a third party (e.g. your manager) about the coaching in detail, we can do with your permission. Outside of those exceptions, we treat confidentiality very seriously.

You, of course, are free to discuss your coaching with anyone you wish. We actively encourage coachees to speak openly about the coaching experience, so that those around them can understand why they're trying new things and can even provide them with some helpful feedback along the way.

Involving others

If coaching is being organised and sponsored by your employer, then they are also part of the process. We'll take input and feedback from someone appropriate (e.g. your manager) and liaise with the business as we progress.

Confidentiality will still apply, of course, though we'll be able to confirm with your employer what's in the coaching contract and indicate your level of engagement or progress in very general terms. And of course, you can be as open about your experience with them as you like.

The coach

We understand how challenging it can sometimes be to find a suitable coach. There are no barriers to calling yourself a coach, so we emphasise our experience and professional skills in everything we do.

All our coaches are accredited and qualified psychologists. This means they're registered with the [British Psychological Society](#) and have additional coaching skills training on top of their professional psychology education.

As coaching psychologists, we can leverage our deep understanding of how people think, feel and act while using practical coaching techniques to unleash our clients' potential.

What coaching is not

Just as important as knowing what coaching is, and the benefits it can bring, it's key to understand what it's not. It's not a panacea and the best coaching results come about when it's used appropriately.

It's not therapy or counselling.

These are incredibly valuable activities, and while there are some overlaps in these activities, there are clear differences. Therapy and counselling tend to focus on the psychological conditions (e.g. depression) and life events (e.g. bereavement) that can impair someone's functioning and make life very difficult. Coaching tends to focus on the wellbeing and performance of employees and, while they may indeed be living with a mental health condition, that is not the focus of the coaching work.

It's not like a visit to the GP.

While you go to your doctor, you share your symptoms, look for a clear diagnosis, and hopefully a prescription to address your illness. Coaching isn't about diagnosis or labelling, and it's not about prescriptive instructions. It's a partnership between coach and coachee, where the expertise of the coach is combined with the lived experience and objectives of the coachee to get valued results.

It's not a chat with a friend.

Nor is the coach your friend. We can definitely have a friendly working relationship, but we are working together. So we'll bring a real focus to our coaching.

It's not like reporting back to your line manager.

There is no difference of seniority to distract from our relationship and your coach is the last person you should be trying to impress. Never worry about providing feedback to your coach, asking questions about coaching, or opening up about what you're finding challenging.

It's not social media.

Online, people often feel the need to be positive and impress others. There are no prizes to be won, no grades to be given, or bars to reach. Coaching is about you moving authentically towards what matters to you and the only helpful comparison to be made is between you yesterday and you tomorrow. As you track your journey towards your valued outcomes.

Myths and misconceptions about coaching

Coaching remains a topic replete with myths and misunderstandings, some of which can actively undermine the benefits you could realise from the process. So I want to take some time to call out some of the most common misconceptions and set the record straight.

- **"It's just a conversation"**. While coaching is based on conversations, there are conversations with a purpose. It's not a chat, or an opportunity to unload grievances. It's a structured conversation based on the science of coaching psychology. And you'll notice the difference.
- **"It's just for executives"**. Absolutely not. Coaching can benefit everyone who's willing to put in the work and our approach to coaching in organisations means there's a variety of models to choose from, based on a combination of need, seniority and budget.
- **"It's just goal-setting"**. This is a very common misunderstanding. Goal-setting can be a valuable tool as part of the coaching process, but you can also achieve great outcomes in coaching without goals.
- **"My coach will tell me what to do"**. Good quality coaches don't make decisions for their clients. We can, however, help you explore your options and support you in your decision-making.
- **"Coaching will make me happy"**. As it's a temporary state, happiness is a lousy goal. Additionally, coaching often involves the discomfort of trying new things and experiencing setbacks while experimenting. While moving in a worthwhile direction, not every aspect of coaching sparks joy, and that's not the point.

Coaching contributes to fulfilment and satisfaction, meaning and purpose – all of which last longer than temporary happiness.





3. Who can benefit from coaching?

We work with professionals at all organisational levels, from newly-qualified graduates to members of the C-suite. And while their contexts, challenges and areas of focus will differ, at heart they are all humans with a mind, a personality and aspirations. As psychologists, we're experts in understanding the role of thoughts, emotions and behaviour at work.

Executives

Senior leaders can benefit from coaching as they deal with the challenges of leadership, of making change and setting a strategic direction, all while simultaneously attending to the needs of their direct reports and working on their own development. It can be lonely at the top – we want your leaders to thrive and role-model your organisation's values. We support leaders to boost and maintain their wellbeing, to navigate change with intention, and to nurture the talent of the people that work for them.

Managers

A manager's job is never done. In fact, managerial roles tend to expand over time and managers can feel pressure from both above and below as they navigate the day to day challenges they face. We've coached managers at all points on the continuum, from the newly appointed to those with significant experience under their belt. We support managers to work in a sustainable way, to have difficult conversations and to provide consistent support to their team members.

Graduates

Moving from the structure of the university to the ambiguity and politics of the workplace, graduates can benefit from professional support to understand how they can leverage their strengths and work on their development areas.

This ensures their employer feels the benefits of their contributions and talent sooner. We support graduates as they work on learning who they are, how they can bring their skills to life at work, and what they want from the world of work.

Individual contributors

We want to make coaching available to everyone, not just the most senior members of the team. That's why we've created '**Coach on Tap**', a flexible and cost-effective coaching solution aimed at offering coaching to more of your talented employees.





4. How to get the most from coaching?

Preparing for your first coaching session

When preparing for your first coaching session, consider the following points, to ensure you get maximum value and the best start possible.

- 1 Clarify the logistics and practicalities:** Ensure you have a link for the video call, or the address at which your session will take place. Don't assume anything! Test your technology if coaching is to take place online, and ensure you have privacy for your call.
- 2 Clarify your coaching focus:** Think about what you want to get from coaching and make some notes to reflect this. You may have some very specific goals, or more of a general sense of movement and growth. Think about how you'll share this with your coach and work with them to bring an actionable focus to your coaching.

3 Make a list of any and all questions you have about the coaching process. Don't worry, there are no silly questions – especially if this is your first time working with a professional coach.

4 Block out some time in advance of, and after, the scheduled session. This will enable you to bring maximum focus to the session, and not worry about dashing to it, or thinking about your next meeting right after. As a result, you'll also have some valuable preparation time before the session, and time to reflect immediately afterwards.

Coaching success factors

You're going to invest your time and energy in a coaching programme, so it's important to maximise your chances of getting the results you're looking for.

Work with the right practitioner

The relationship matters enormously, so the chemistry session is not just a formality. You are looking for someone you could genuinely open up to, but also someone who is appropriately trained, externally accredited, and able to explain the methods they use. A good coach should be able to answer clearly: what tools do you use, how do you decide on your approach, and how will that apply to my situation?

Be open and honest

Your coach is the last person you should be trying to impress. The more candid you can be – about your doubts, your fears, what you are really hoping for, and what has not worked before – the more likely your sessions will address what is actually going on, rather than a polished version of it.

This applies to values work too. When clients are asked what matters most to them, there can be a temptation to give the answer that sounds right rather than the one that is true. Coaching works best when you resist that temptation. Your coach is not there to judge your values – they are there to help you understand them and act on them.

If something is unclear, ask. Do not style it out and assume you will figure it out later. If you leave a session uncertain about what you agreed to do, follow up. That kind of honesty keeps the work on track.

Take action between sessions – consistently

This is where the real work happens. The insight might occur in the session, but the change happens in the days and weeks that follow, when you are trying things out in real situations. Think of your actions as small experiments rather than pass-or-fail tests. If something works, great. If it does not, that is equally valuable – bring it back to the next session and explore what got in the way.

One of the most common patterns that derails coaching is what might be called Sunday night homework: leaving everything until the day or two before the next session, then rushing through something inauthentic just to have something to report. It rarely works, and it wastes the month in between. Far better to do a small amount consistently, or to acknowledge early that you need to adjust the plan.

Bring a willingness to try something different

Coaching tends to work best for people who arrive with an openness to change – including a willingness to admit that what they have been doing up to now is not working as well as they would like. That does not mean abandoning everything. But it does mean holding your current habits and assumptions a little more lightly, and being genuinely curious about alternatives.

This experimental mindset – approaching new behaviours as things to try rather than things to get right – also takes some of the pressure off. When it is an experiment, there is no failure. There is only data.



Reflect on your experience – and write it down

Ongoing reflection is one of the most underused tools available to a coachee. Not just thinking about how things are going, but writing it down. A journal, a notes app, a simple document – the format matters less than the habit.

Human memory is unreliable, particularly when it comes to how we were feeling weeks or months ago. When you record your reflections as you go, you create the ability to look back and see how much has shifted – the beliefs you have updated, the situations that no longer feel as overwhelming, the ways of thinking that have become second nature. That kind of evidence of change is both motivating and instructive.

Reflection should include the difficult stuff too: the experiments that did not go as planned, the conversations that felt uncomfortable, the moments of self-doubt. It is not a highlight reel. It is an honest account of a process, and it is most valuable when it captures the full picture.

Think of it as a programme, not a series of meetings

One of the subtler shifts that makes a real difference is how you frame the coaching in your own mind. If you think of it as a set of one-hour appointments, you will tend to show up to each session, engage fully, and then return to life as normal until the next one. That is understandable, but it limits what you get from it.

Try instead to think of yourself as being on a coaching programme for those six months. That means that the reflection, the experimenting, the noticing of how you are changing – all of that is part of the work, not just the sessions themselves. The sessions are touch points in a longer arc of activity, not isolated events.

What to do in between coaching sessions

One question comes up more than almost any other from people starting a coaching programme: “What should I actually be doing between sessions?” It’s a fair question. The session itself is easy to picture – an hour or more of focused conversation, listening, exploring, being open and honest about what’s going on. But once that hour ends, what then? In truth, it’s the work done between sessions that determines how much value you get from coaching overall.

It's tempting to give a coaching session your full attention and then let it slip from your mind the moment it's over – back to the to-do list, the inbox, the next meeting. But coaching works best when you treat it as an ongoing programme of activity rather than a set of standalone conversations.

Think of it like a work project. A project has a goal you're working towards, dedicated time set aside to work on it, and specific tasks that move it forward. Coaching benefits from the same three ingredients: clarity on where you want to get to, time dedicated to the work, and action taken in between sessions. Progress, in coaching as in any project, doesn't happen spontaneously.

Here are four practical habits that build all three into your routine.

1. Protect time for it

Time is one of our most finite resources, and it evaporates fast when things get busy. The trick is to treat your coaching time as seriously as you would a project deadline. Block out time immediately after each session to sit with your notes – what the conversation focused on, what you agreed to do, what it meant for you. That's a far better use of the next twenty minutes than diving straight into the next task.

Beyond that, look for slices of time across the weeks between sessions where you can practise what you've learned, try out new skills, or work through any reflective exercises you've agreed with your coach. Put them in your calendar. A calendar is really just a record of the commitments you're making – to yourself and to others – and the commitment you make from a coaching session is to yourself, not to your coach. Scheduling it makes it far less likely to fall off your radar.

2. Capture your questions as they arise

Questions often surface after a session ends, once you've had a moment to sit with your notes and think about what comes next – questions that simply didn't occur to you while you were mid-conversation.

Write them down. Then either raise them straightaway or make a firm note to follow up with your coach soon. Don't let them wait until the last minute before your next session, and don't let them wait until the next session. If a missing answer is holding up your progress, that question deserves attention now, not later.

3. Take action, little and often

This is where the real movement happens. It's impossible to list every action a coachee might take, but common examples include reading up on a relevant topic, or practising a new thinking skill – noticing your thoughts, thinking about your thinking, learning to step back from thoughts that feel intrusive or uncomfortable.

Understanding an idea in conversation is one thing. Putting it into practice is another entirely. That's the gap between "I can see how that would help" and "I've tried it, felt the friction, and can also see the benefit."

The mantra worth holding onto here is little and often. Practising a new thinking skill, habit, or productivity method in small, regular doses beats saving it all for a burst of "homework" the night before your next session. Little and often doesn't disrupt your day, and it gives you room to notice the impact, adjust as you go, and treat the whole thing like an experiment until you find what actually works for you.

4. Reflect – properly

This deserves to stand apart from action, even though it is itself a form of action. Reflection is thinking about what you've learned, how it felt to explore these topics, and what impact your new habits are having on you and the people around you.

Keeping some form of coaching journal is one of the most valuable things a coachee can do. It lets you track how you're thinking and feeling, how consistently you're putting things into practice, and what you're learning about yourself along the way – and it gives you a far more reliable record of your journey than memory alone will offer six months down the line.

Taking the time to reflect also forces you to slow down and mark, in writing, what mattered: what was important to you, what you've been doing, and what you might want to raise with your coach next time.

The bottom line

Four simple habits – protecting time, capturing questions, taking little-and-often action, and reflecting properly – are what turn a coaching programme from a series of good conversations into real, lasting change. None of them are complicated. All of them require you to stay engaged with your coaching in the gaps between sessions, not just during them.



5. Ending your coaching programme

One of the most neglected topics in coaching is the end of it. We spend a lot of time thinking about how to get the most from a coaching programme while it is happening, but far less thought tends to go into what comes after – how to wrap up well, and how to continue a meaningful focus on development once the formal work is done.

This section of the guide addresses both. It covers why ending coaching well matters, the reflective questions worth exploring as you approach that final session, and a practical menu of ways to keep your development moving forwards long after the coaching relationship has concluded.

Why the end of coaching matters

Coaching is, by definition, a time-limited activity. That is not a limitation – it is a feature. Working within a finite arrangement, typically six sessions over six months, helps both the coach and the coachee extract as much value as possible from each conversation. When there is no endpoint, it is easy to drift, delay, and build an unhelpful reliance on the coach.

But precisely because coaching ends, we need to plan for it from the very beginning. That means being clear from the outset about what the coachee hopes to achieve, how they will know they have made progress, and what they want to be able to say about their development when the final session arrives.

Thinking about the end of coaching also matters for three specific reasons. First, coaching is a developmental activity – and development does not stop when the programme does. Second, it is a reflective activity, and approaching the end is a natural opportunity to crystallise what has been learned. Third, being explicit about the endpoint helps prevent the kind of dependency that can arise when a coachee comes to see the coach as always available, always at the end of the phone.

The goal is not a sudden cliff edge, but a gradual handover. Good coaching involves the coach doing more of the directing early on and progressively stepping back as the coachee steps up – until they are running the sessions themselves, coming prepared, knowing the rhythm of the work, and increasingly needing less scaffolding to move forward.

Questions worth addressing before your final session

As a coaching programme draws to a close, it is worth taking time – ideally over several weeks rather than in a single sitting – to reflect on some important questions. These are not a test of whether you did coaching correctly. They are an opportunity to consolidate what you have gained and carry it forward.

What was your original rationale for working with a coach?

It is easy to forget where you started. Reconnecting with that original motivation can help you appreciate just how far you have come.

To what extent did you meet your goals?

Be honest, and be specific. What did you set out to do, and what did you actually achieve? This is not about success or failure – it is about clarity.

What action did you take?

This matters more than it might seem. Being explicit about the effort you put in shifts the focus away from any idea that coaching is somehow magical, and places it squarely where it belongs – on the hard work you did, supported by the coaching relationship.

What did you learn about yourself?

Perhaps you identified some self-limiting beliefs and started to step away from them. Perhaps you clarified your values, or discovered strengths you had not fully recognised. Perhaps you found that you were more capable of persistence through discomfort than you had previously given yourself credit for.

What feedback have you had from those around you?

Others sometimes notice our changes before we do. What have colleagues, managers, or people in your personal life observed?

What would you do differently if you worked with a coach again?

This is not a criticism – it is a point of illumination. Would you ask more questions at the outset? Start experimenting sooner? Carve out more time for reflection? These insights are not only useful for future coaching – they are general principles you can apply to how you approach development from here.

If you had to summarise the benefits to a colleague in 60 seconds, what would you say?

The lift test is a useful one. If someone senior asked you in passing how coaching had been, what would you say before you reached your floor? Being able to articulate the value clearly is itself a sign of having integrated it.

What questions do you still have?

Identifying any loose ends before the final session means you can leave with clarity rather than uncertainty.





6. Life after coaching

Development does not end when coaching does. If anything, the end of a coaching programme is the point at which everything you have learned, practiced, and experimented with starts to have its broadest impact – applied in new contexts, shared with others, and built upon over time.

The goal of good coaching is not to create a lasting dependency on the coach. It is to leave the coachee more capable, more self-aware, and better equipped to keep growing on their own terms. Doing one thing from the list above is a meaningful starting point. The journey continues.

Ten ways to keep your development going after coaching

The end of a coaching programme is not the end of your development. It is, ideally, a springboard into ongoing reflection, experimentation, learning and growth. Here is a menu of ideas for how to maintain that momentum – not a checklist to work through in full, but a set of options to experiment with and see what fits.

1. Connect your development to your values

Before anything else, ask yourself why ongoing development matters to you. Not because a coach suggested it, or because it is expected of you professionally, but because of what it connects to in terms of what you genuinely care about. When personal development is rooted in your values rather than obligation, it becomes something you want to do rather than something you feel you should do. Take the time to make that connection explicit.

2. Block out the time

Professionals who are serious about development put it in their calendar. Not as an aspiration, but as a recurring appointment – weekly, fortnightly, or monthly, depending on what is realistic. It can be moved, but it should not be removed. That block of time is a standing commitment to yourself: to review how things are going, to read something relevant, to reflect, or simply to ask yourself the kinds of questions a good coach would ask. If it is not in the calendar, it tends not to happen.

3. Generalise your wins

You will have learned things during coaching – about yourself, about how you work, about what helps you change. Do not let those insights remain frozen in the context where you first encountered them. Look for ways to apply them elsewhere. If you found a way to manage your procrastination at work, could the same principles help you in other areas of your life? The most useful skills are the ones that travel.

4. Envision your future self

It can be difficult to connect with a distant future version of ourselves, but a useful exercise is to imagine looking back from six or twelve months from now. What would you like to be able to say about how you have used that time? What would you want to have achieved? What advice might that future version of you offer to the person you are right now? This kind of forward-looking reflection can surface what matters most and suggest where to focus your energy.

5. Use your network

You do not have to continue your development alone. There are almost certainly people in your network – or your extended network – who share an interest in learning and growing. Seek them out. Even something as simple as agreeing to read the same article and discuss it, or getting together virtually once a month to share what you have each been learning, can provide both accountability and motivation. The people around you shape your habits more than you might think.

6. Review your progress regularly

Make a habit of looking back – weekly, monthly, or quarterly – on how things have been going. How have you used your skills? How have you navigated challenges? What have you learned from the difficult moments as well as the straightforward ones? Regular review is a little like having a coaching session with yourself. And if you write things down as you go, you will have a record to look back on rather than having to rely on memory alone.

7. Coach yourself

Once you have been through a coaching programme, you have a reasonable sense of the kinds of questions a coach asks, the rhythm of the work, and the process of moving from reflection to action. Use that. Block out the time you would have spent in a coaching session and use it for structured self-reflection. Go back over your notes and the resources that were shared with you.

Ask yourself what a good coach would want to explore with you right now. This is not a replacement for working with a professional coach, but it is a genuinely valuable practice in its own right.

8. Give yourself a theme

Rather than approaching your development as a loosely defined ongoing project, try giving yourself a focus for a defined period – a month, a quarter, or a season. It might be something like building confidence, improving how you give feedback, or deepening your understanding of how you manage your energy. A theme gives your development activities a coherence they might otherwise lack, and makes it easier to notice relevant opportunities and conversations as they arise.

9. Teach what you have learned

One of the most effective ways to consolidate learning is to share it with others. That might mean introducing an idea or model to your team, contributing something to a peer development session, or simply explaining a concept to a colleague who is facing a similar challenge.

Teaching requires you to understand something properly, and it tends to deepen your own grasp of the material in the process. The things you learned in coaching were never meant to stay filed away.

10. Keep reflecting with intention

Reflection is most valuable when it leads somewhere. Rather than simply recording what happened, use your reflection time to ask what you want to do differently as a result.

What worked, and why? What did not work, and what might that tell you? What is the one thing you want to carry into the coming week or month? Purposeful reflection – the kind that connects observation to action – is one of the most powerful tools available to any professional who takes their development seriously.

To find out more about coaching at **WorkLifePsych**,
visit our website at worklifepsych.com

