

Helping or Rescuing: Coaches Guide

You can learn how.

Coaching is about creating a space that encourages learning, change, and empowerment. To do that coaches need to practice letting go of their own agendas.

Coaches provide *opportunities* for people to explore options, examine multiple perspectives, uncover hidden strengths, set goals, and offer encouragement.

Sometimes it is difficult to know whether we are *helping* people solve their problems and become more self-sufficient or simply *taking care of them* in a way that *undercuts their competence* and encourages them to be *dependent*.

Ultimately, we know that trusting adults to know what is best for them is important.

That's OK, I'll do it for you.

If you have questions about whether you are helping or if you are rescuing in a way that invites dependence around a particular problem or skill, ask yourself the following questions:

	NO	PROBABLY	YES
1. Is this a reasonable thing for the person to do for themselves?			
2. Did the person ask me for help on the topic?			
3. Does the person have the skill to do this?			
4. Did the person work at least as hard at finding a solution as I did?			
5. Did the person say "Thank you" or express appreciation in some other way?			
6. Did I feel comfortable (not resentful) about giving help?			
7. Was there a cut-off date on the aid—a time when the person would assume full responsibility for this problem?			

If the answer to two or more of the other questions is "no," then it may be time to refocus on creating a situation where people can learn to solve their own problems.