



Typology in Coaching

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Contents

- **Coaching process and contractual work**
- Dynamic during the coaching process
- Case studies

The coaching process causes a special situation.

- Influencing the life of others
- Habit-forming – or kick habit?
- Updating ones own biography
- Biography of the coach may hinder
- Unforseen impact on third parties

...and so on

During the first contact check your competencies and all relevant facts.

- competences required to cope with the task
- all facts impacting the coaching

Before the coach begins she needs to establish a framework.

Relevant prerequisites include

- Permissions?
- Consider all possible consequences on the client's side - and on your side!
- May this coaching cause new problems?
- Are all other basic conditions fulfilled?

The formal contract must be detailed enough to contain all relevant information.

- Duration of the coaching
- Appointments and locations
- All participants
- Fees and expenses

The contractual work specifies the goals, defines what is allowed and determines an „emergency break.“

contractual work

is the

beginning of coaching.

The contractual work opens out into an agreement between coach and client.

- It is binding
- Contains a clear and specific goal
- Lasts for the whole process
- Is redefined at the beginning of each session

The advantages of contractual work

- Activates and motivates the client
- Client participates and takes over responsibility for the committed goal
- It limits the influence of the coach
- Defining a goal initiates a result-orientated attitude
- Reaching the goal terminates the process

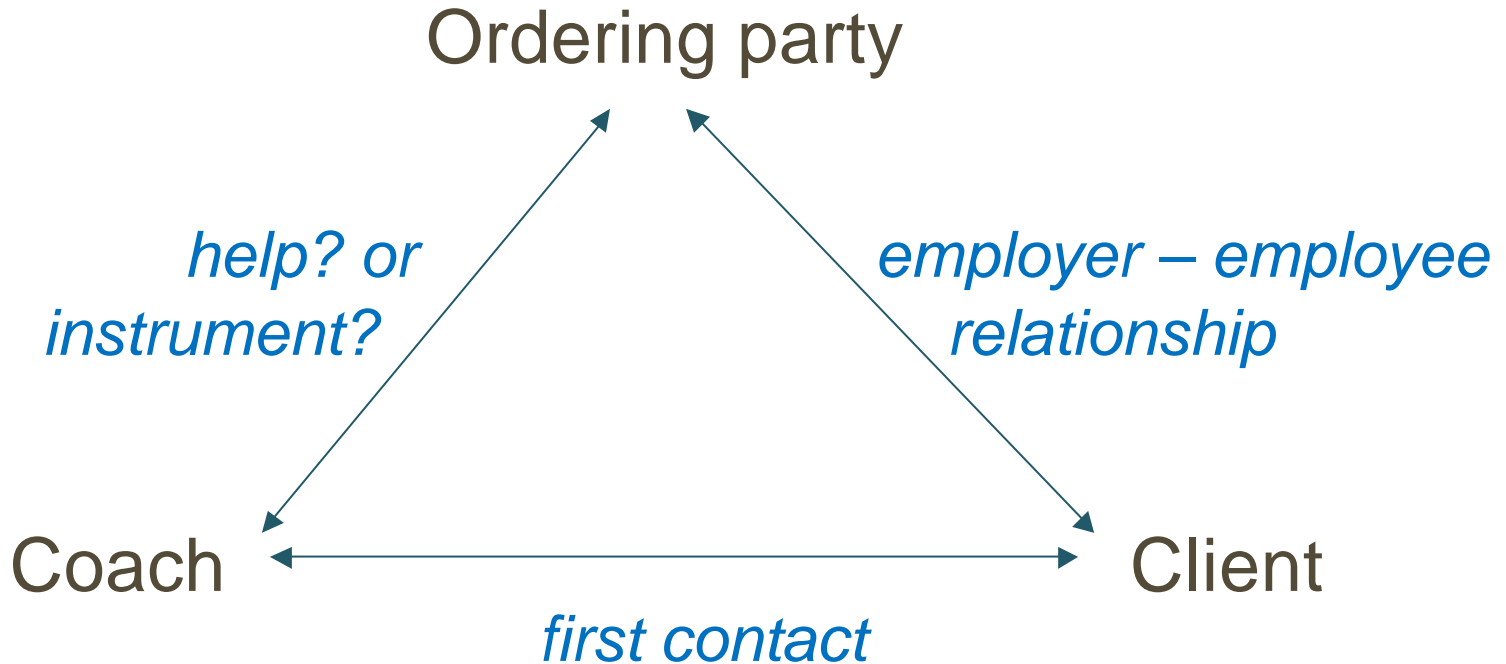
You have reached a good contract if the client is aware of the consequences and the goal defined.

- Client is well aware about all consequences
- Goal describes the final status
- Goal is realistic, clearly defined and committed
- Goal is determined positively
- Goal is defined measurably

Concern possible specialnesses of a contract.

- The initiator and his intention
- Instrumentalization of the coach
- Voluntariness of the client
- **A triangle contract**

In a contract which involves three parties contractual work can resolve the obstacles.



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During the coaching process

one leading function can be perceived.

dominant function *E or I*

auxiliary function

third function

inferior function *I or E*

Dominant functions related to the 16 types

S_I (*ISTJ, ISFJ*)

S_E (*ESTP, ESFP*)

N_I (*INFJ, INTJ*)

N_E (*ENFP, ENTP*)

T_I (*ISTP, INTP*)

T_E (*ESTJ, ENTJ*)

F_I (*ISFP, INFP*)

F_E (*ESFJ, ENFJ*)

Inferior functions related to the 16 types

Si (*ISTJ, ISFJ*) **Ne** **Se** (*ESTP, ESFP*) **Ni**

Ni (*INFJ, INTJ*) **Se** **Ne** (*ENFP, ENTP*) **Si**

Ti (*ISTP, INTP*) **Fe** **Te** (*ESTJ, ENTJ*) **Fi**

Fi (*ISFP, INFP*) **Te** **Fe** (*ESFJ, ENFJ*) **Ti**

During contractual work ...

... one possible opener could be:

„Please describe your thinking, feeling and behavior after a successful coaching!“

Under sufficient pressure the client's preferences switch to her inferior function.

Phase 1 client goes into her preferences

Phase 2 client feels stress

Phase 3 client's inferior function takes over

If the first contact has already started in phase 3 an opposite intervention could lead back the client to her dominant function.

First contact

phase 3
(client in the „grip“,
reasons in the past)

New intervention

Talking to the client in
a familiar environment,
based on the
dominant function.

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Discuss the following (real) case studies

Case 1:

Karen, 44, departement head
career, self marketing

Case 2:

Klaus, 53, hotelier,
financial problems

Case 3:

Peter, 41, teacher at a vocational school
has been attacked and injured by a pupil

Case 1: Karen is ENTP.

- she starts calmly but self confidently
- shows lack of understanding for behavior of male colleagues
- „isn´t it typical for men?“
- „only men like to show off“
- „show performance, do not talk about it“
- „I like competence“

Case 2: Klaus is ENTP.

- he starts very calmly,
- long thought breaks
- just facts
- detailed description
- unrealistic evaluation
- no „big picture“ in mind

Case 2: Peter is ISFJ.

- he starts walking around,
- talking without breaks
- saw conspiracy against him in industry
- changes topics in nearly every sentence
- no recall on situation
- no facts in mind

Coaching requires to observe the client attentively and to adapt to the client's behavior.

Client's behavior
allows no codifying

Start coaching

Client goes into
preferences

Continue attentively,
avoid too much pressure

Client acts out of
inferior function

Change subject, choose
topics out of dominant
function environment

