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PRACTICE LABS

WHY PRACTICE?

Without practice:

- Skills remain theoretical
- Confidence fluctuates
- Habits remain unconscious

With practice:

- Competencies strengthen
- Confidence increases
- Presence stabilizes
- Patterns improve

Repetition builds mastery.

DELIBERATE PRACTICE

Without practice:

- Skills remain theoretical
- Confidence fluctuates
- Habits remain unconscious

With practice:

- Competencies strengthen
- Confidence increases
- Presence stabilizes
- Patterns improve

Practice must be intentional.

COACHING STRUCTURE

- 1 | Coaching Demonstration (30+ minutes)
- 2 | Immediate Observer Feedback
- 3 | Coach Reflection
- 4 | Skill Repetition

Feedback fuels growth.

BEFORE PRACTICE

- 1 | Choose one competency to focus on**
- 2 | Clarify learning goal**
- 3 | Review PCC markers**
- 4 | Prepare emotionally**
- 5 | Set intention**

DURING PRACTICE

- 1 | Stay present**
- 2 | Avoid performing**
- 3 | Track emotional regulation**
- 4 | Focus on clarity**
- 5 | Practice silence**

AFTER PRACTICE

- 1 | Invite specific feedback
- 2 | Reflect honestly
- 3 | Identify 1–2 improvement areas
- 4 | Practice again quickly
- 5 | Track growth over time

Growth requires repetition.

GIVING FEEDBACK

Observers should:

- Be specific (not general)
- Reference ICF competencies
- Identify strengths first
- Offer one improvement area
- Stay objective

***Feedback should be descriptive,
not judgmental.***

PROVIDE DETAILS

Use this structure:

1. What worked well
2. A suggestion where growth is possible
3. A specific example
4. A suggested adjustment

Example:

“Your reflections were concise and accurate. One growth area is allowing more silence after powerful questions. After asking about the client’s fear, you spoke quickly — allowing more pause might deepen insight.”

REFLECTION QUESTIONS

- **What competency felt strongest?**
- **Where did I feel reactive?**
- **Did I stay client-centered?**
- **What will I practice next?**
- **What feedback surprised me?**

WRAP UP

Practicing coaching skills transforms theory into embodied competence. Growth occurs when coaches intentionally stretch, receive honest feedback, and refine their approach. Immediate feedback accelerates awareness and prevents ineffective habits from forming. Mastery is built through repetition, reflection, and resilience.

“Skill improves when courage meets feedback.”

Am I practicing just to perform — or practicing to improve?