

Responsive Coaching Essentials

Building the foundations of
a Responsive Coaching practice



Responsive Coaching

When most people think about coaching, they think about a coaching session.

For us, coaching is a capability we bring into how we work with people every day - in a coaching conversation, certainly, but also in the everyday moments of leadership and organisational life.

When someone needs our support, we can easily react: advise, reassure, fix, avoid or take over.

Responsive Coaching develops our capacity to do something different - to help another person become more aware, reconnect with Purpose and choose how they want to respond.

Coaching starts with you

Wherever coaching happens, you are part of what is happening. Your assumptions, reactive patterns and tendencies to overdo, withdraw or hold back shape the interaction.

Responsive Coaching therefore begins with you.
Not because you are the focus, but because you are present in every interaction.

State leads state.
Learning to recognise and shift your own reactivity develops your capacity to help another person do the same.





What we bring matters

State, Responsive Practices and our understanding of human transformation cannot meaningfully be separated.

The state we are in shapes how we listen, inquire, challenge or offer what we see. Our understanding of transformation shapes what we notice beneath behaviour. And what we encounter in another person can activate our own patterns and reactivity. We need to be able to notice and work with that as the interaction unfolds.

Responsive Coaching brings all three together, in real time.

Working with discernment

There is no single right coaching intervention.

Sometimes being deeply listened to opens something new. Sometimes what serves is an observation, insight, feedback, challenge - or naming a pattern the other person cannot yet see.

The same intervention can have a very different impact depending on the state and Purpose from which it comes.

What matters is discerning what serves, in this moment, with this person.





In the flow of leadership

Responsive Coaching happens in dedicated coaching conversations. But just as often, the opportunity appears in the middle of something else.

Someone comes to you with a dilemma. Feedback triggers defensiveness. A pattern keeps repeating. A difficult conversation is being avoided. A meeting becomes charged.

These are everyday moments in organisational life. How we respond can reinforce what is already happening - or create the possibility for something different.

The work is recognising these moments and meeting them responsively, without turning every interaction into a coaching session.

The Responsive practitioner

Responsive practitioners are curious about what sits beneath behaviour - including their own.

We examine the part we play in every interaction, and continue developing ourselves in service of those we support.

Knowing when to listen, inquire, challenge or offer what we see - and when nothing more is needed than our presence. Supporting human transformation without taking responsibility for another person's change.

Over time, this becomes your practice - part of how you work with and support another person.

Responsive Coaching Essentials is where that practice begins.



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