

COACHING WITH SPIRIT: Allowing Success to Emerge

Chapter 10: Coach Leader Perspectives on Coaching with Spirit

By Diane Hetherington

I believe every one of us is on a spiritual journey, whether we are aware of it or not. When I coach with Spirit, I hold sacred space for my client's exploration in any of the following three intelligence areas: Cognitive, emotional, and spiritual. A lot of work has been done in the area of cognitive intelligence and more recently in the area of emotional intelligence. The notion of spiritual intelligence is at once newly defined and as old as Socrates and Plato.

Spiritual intelligence is

- How we address and solve issues of meaning, purpose, and value;
- Our desire to connect to something larger than ourselves;
- What generates our capacity for transformation;
- What allows us to change the rules and to create new possibilities;
- The source of our vision, looking at what can be in the light of what is;
- Our conscience, supporting us in taking a stand to do the right thing; and
- What leads us to generate bottom-line results that support and sustain us.

How do we use our intelligences in an integrated fashion for maximum outcomes? These are learned capabilities, innate potential that can grow and develop over time.

Coaching with Spirit supports that development, helping clients to find meaning in life and to realize full potential—facilitating the discovery of what fosters and what hampers the flow of Spirit. This chapter also offers tips for coaches to nurture their exploration into what supports and hinders them from consistently coaching with Spirit.

Fourteen Coach Leaders' Viewpoints

What do senior, seasoned coaches believe about coaching with Spirit? Fourteen prominent coaching leaders were interviewed for their perspectives and experiences on coaching with Spirit, some by email, most by phone. Many coached before there was a profession called coaching; many are coach mentors and trainers. They coach for leadership development and they educate executives to use and teach coaching in their organizations; they coach for organization change and to create coaching cultures; and they support clients in career development and creating success.

I asked the following questions:

1. What does coaching with Spirit mean to you?
2. What is your experience of coaching with Spirit?

3. What thoughts do you have regarding coaches/coaching and Spirit?
4. If you were to give one specific suggestion to coaches who want to coach with Spirit, what would it be?

First, read the responses from questions 1 through 3, attending to any similarities and differences beyond the individual's style of expression. At the end of this chapter is a list of suggestions—ABCs to increase your coaching with Spirit—culled from the interviews that will support coaches to develop their spiritual intelligence to coach with Spirit.

Julio Olalla, President, The Newfield Network

I have been coaching for about eighteen years, since before it was called coaching. I began in 1983 in Canada and to this day I say that I love my chosen path and am very grateful I have taken it. Coaching with Spirit evokes a lot of things to me.

The Intuitive Response. Coaching offers an intuitive response in the world today. There is a lack in this area. We have focused so much in the arena of the conceptual and left out the human dimension. We are called to a full expression of life. I see a desire for that learning connection. Capital technology comes cheap. We need to learn ways to work and be together. People need to generate meaning and purpose and to connect with their work. This calls for inclusion of the fullness of the human experience in the act of learning.

Profound Trust. Profound trust is required as coaches are listened to with all their concerns and know they are able to include every piece of themselves and their issues as part of the learning process.

Mystery. A good part of coaching is in the realm of mystery, no matter how brilliant the coach. We never see the full person in front of us. We need to accept that. The moment we think we know fully, we become so righteous we cannot coach.

Listen for the Passion. Coaching with Spirit means the ability to listen for the passion, for what moves the coachee. The coach engages in a close, deeply felt connection, not in a detached approach. In our society we miss the ability to have intimacy. Coaching is somehow a very intimate conversation dealing with profound issues. It requires a lot of trust to build tremendous empathy.

I feel privileged daily and blessed to connect to so many different human beings. I experience a permanent connection with gratitude.

Observe Yourself Observing. Human beings often confuse assumptions with reality. When people cross the threshold of being able to actually observe themselves observing. That is a beautiful moment. People express deep gratitude for that moment, that opening.

My whole life in coaching has included an incredible number of people who have expressed that gratitude.

Enlarge the Frame. A coach generates a lot of humility in the best sense by supporting the coachee in transcending the smallness of the self. A person faces huge issues placed in a small frame. As we enlarge the frame, the issue becomes small in the large frame and allows the coachee to transcend. That moment of transcending the self is a very spiritual experience, opening one to the mystery and magic of life.

By enlarging the frame, clients break the small jacket of rationalism. Very often I receive letters thanking me for that experience. It is not religious. Many had thought this only belonged to the religious, and it is not so.

With a Spirit of Service. I cannot think of coaching without a spirit of service. Without a sense of service, gratitude, and love, coaching becomes mechanical. Look at your transformation and then coach from service. Do not be afraid of your wounds. Your wounds are assets; when *you* have been there, you are more able to honor and respect where your client is.

Coach more in the spirit of serving the coachee than in the perfection (or great wisdom) of the coach. I am continually amazed at how little we know, at how much pain is there. This is a more serious issue than professional ability.

**Frederick M. Hudson, PH.D., President,
The Hudson Institute of Santa Barbara, California**

Coaching with Spirit, the centerpiece of all coaching, means working from the deepest place within the client. It might be called “the center,” “the soul,” or “Spirit.” What it is called does not matter. What does matter is that the place that seeks coaching transcends the ego needs and wants of the client. Such a place is characterized by some of these qualities: urgency, ultimate concern, quest, yearning, feeling empty or full, seeking deep, being sick of usual and banal, and a sense of ego transcendence. The coach meets soul with soul, Spirit with Spirit. Spiritual coaching is not so much about words or conversations, but about a spiritual relationship between two people on a shared journey. That relationship is the potent center of transformation.

All of my coaching is coaching with Spirit. I begin with the topics and concerns the clients bring and then search through questioning for the deepest yearning implicit in those topics and concerns.

A Third Ear. The coach must have “a third ear” for spiritual discourse, or else the relationship with the client is not spiritual coaching. The coaching relationship becomes more of a peer coaching quest, as the client and coach share words about the journeys they are on. The coach maintains a clear distinction between false spirituality (the “fluff”

of nonmaterial world) and true spirituality (those words and images that bring life, mission, and human connections into perspective).

Fran Fisher, M.C.C., President, Academy for Coach Training Founder, Living Your Vision

Coaching is the sacred space of unconditional love where learning, growth, and transformation occur naturally. Coaching is a spiritual process incorporating all aspects of us. It is here today as a modality whose time has come emerging naturally out of the human consciousness as a new level of our human development. Coaching supports us in our spiritual quest, and every single client and student validates this. Underneath whatever a client wants to accomplish is a desire to increase satisfaction—that is, a spiritual quest.

Coaching is transformational. The presence of Spirit is the essence of the human being, the individual. As coaches our job is to support clients in accessing their essence and learning how to manifest that essence in every aspect of their lives.

Coaching is a spiritual process—a process of empowerment—and something that rubs off. When I ask coaches what they love most about being a coach, the response is usually about their own personal transformation. Hanging around coaching calls them to do their own personal work. It is a “walk your talk” profession.

D.J. Mitch, President. The Pyramid Resource Group; Past President, ICF

Coaching with Spirit means coaching through the voice of Spirit—a power both within and yet bigger than the coach and client. It means energetic connections transcending the direction of our minds as we listen and respond to the most compelling voice within. I view the pyramid, our company logo, as a symbol of going beyond what is known into a state of discovery. In my life I have learned we are truly spiritual beings having a human experience, living in a human body, reacting to situations, learning to love others. It is from that perspective, going beyond what is known, that I coach people and am surprised and delighted by what they are capable of being and doing when they listen to the wisdom of their spirits. Most create the experience of attracting, as if by magic, what they most want. They have all become purposeful in how they live and work. The key formula to accessing the hero within is to surrender, tell the truth, clarify intention, and accept that all is well. I follow this formula to help access the voice of spirit in coaching conversations.

A Spiritual Conversation Beyond. Coaching in any language on the planet gives people access to their truths and inner wisdom. Coaches are here to work beyond the barriers of language, culture, and religion to help people answer the quintessential question: “Why are we here?” And perhaps the answer is that we are here to learn who

we really are as spiritual beings. It may even be bigger than that—it may be we are here to learn to really love others.

Coaching is a spiritual conversation designed to access wisdom, and wisdom is the soul's consistent message or truth. Coaching is a context for a conversation waiting to happen—it is about the exploration and not something to know from the mind. Trust and be present to the process of discovery and synchronicity!

**Linne Bourget, M.B.A., Ph.D.,
Executive/Change Leadership Coach**

Coaching with Spirit means three things to me, from the most mundane to the most exalted: (1) to have a high positive view for the client and be an advocate for the very best, highest level of client success and happiness; (2) to use my highly developed intuitive guidance, to listen to that little voice guiding me in what to do and say and what the client needs; (3) to say a prayer or invoke spiritual connection before I start a meeting. I may ask for special help for a client who is going through difficult times or I may share directly with my client a spiritual perspective.

I am a fifth-generation spiritual intuitive and have always included intuition as part of my work. I have a spirit-based practice. Most of my clients do not know and would not be comfortable knowing that fact. In talking with colleagues over the years, I realize my clients have been able to move through their issues more quickly, to develop a much more positive sense of themselves, and to achieve positive results. There is less suffering and difficulty in the process I take my clients through.

Coach Only Where Clear. Be clear on your spiritual purpose and your own spiritual path and be able to honor those of your clients, even when dramatically different from your own. Where your spiritual path is not clear, you cannot be effective in coaching people, coach where you are clear, not where you struggle. It may be tempting to work through your problems with your clients, but it is not professionally responsible. Healed wounds need to come to a critical mass of clarity on an issue before you can hold yourself out as an expert.

Seek Deeply Trained Coaches. Coaching with Spirit is valuable and vibrantly helpful for clients, if applied by “deeply trained” and highly responsible coaches. Deeply trained means two things: (1) having expertise in the content of your client and (2) having skill in your own personal and professional process. It means you have done your homework, can get out of your way, and can be available for the client.

The downside is that right now coaching is fashionable and some coaches and clients are overly eager to jump into Spirit without adequate preparation. While coaching looks easy, in fact, it is not something everyone can do. It is important to be able to put your own needs aside and come from an unselfish place.

Rich Fettke, Speaker, Coach, and Author

Coaching with Spirit means connecting with those parts that have people feeling fully alive—in other words, finding what is truly inspiring to the client while still honoring what is inspiring to me. In my coaching, clients often do something they did not believe they could do. When people overcome fears or push what they call a personal limit in their past, they feel this aliveness. They see more clearly what is around them.

Sometimes I take clients out on a 100-foot rappel, or a rock climb, or a bungee jump. They say, “No way am I going to do that!” Then an hour later they do it! For the rest of the day, the week, the month, and often the rest of the coaching time they say, “Thank you so much for inspiring me to do that. I have applied the same lessons I learned out there to my business life and it is amazing. I feel very fulfilled.”

Coaching is absolutely vital. People want to feel alive. They want to live with spirit and enthusiasm. As humans we are compelled to grow and learn, beginning with that first crawl or stop. Coaching with Spirit allows people to keep honoring this need to learn.

Agnes Mura, M.A., M.C.C.; Master Executive Coach; President, Agnes Mura, Inc.

What coaching means to me is something very special. My background in learning to live a spiritual life is practical and eclectic; I learned as much from Christianity and Judaism as I learned from Buddhism and other Eastern philosophies and Zen.

I consider myself a secret agent for the forces of Spirit from inside the mainstream. I think that the power of transformation cannot come from just sitting on a mountaintop and meditating. Transformation has to come from the practices of everyday values, like integrity and respect, honoring the unity of all things and all people, searching for the common ground, and skewing bigotry of any sort.

Practicality. These are practical principals of living and the foundation or the common thread of most religions. I do not ask people what they believe. I watch how they live and then I tell them what beliefs their lives prove out. This is, in fact, a major part of my coaching. I look at the discrepancies between what people say and what they do—the espoused vision and the lived vision. No matter what they think they believe, I tell them that what they live is a belief that looks different. I consider what people do and how they act toward and speak of others to be real proof of their spirituality, no matter what theory they have learned or what they do on Sunday morning.

Taking a Stand on Values. I find enormous common ground with people from a multitude of different backgrounds and I am hired often for multicultural situations. These are cultures I am not directly familiar with, and yet I find easy common ground based on those fundamental values that have guided my life. I literally require my associates and my clients and my friends to take a stand on these values. They do not

have to agree and they do not have to follow them, and I will provoke a conversation that makes them take a stance in that regard.

Breakthroughs and Shifts Come from Attitude Changes and Changes in Perspective, not from Efficiency Tricks. It is hard to think of any coaching relationship where coaching with Spirit is not at the core. If we are not careful as coaches, we can become an organizer of people's lives. We can get lost in the goal setting and implementation tricks, and just get people to be more efficient. That is a big trap for coaches! We learn techniques and can feel quite fulfilled as a coach because we achieve some results.

Practical spirituality for me is something transforming the way someone sees people, not just the way somebody thinks about immortality.

Great Coaches Have a Few Grey Hairs. Regarding qualifications and competencies of a great coach, I think there are a lot of good coaches, yet what makes a great coach? Great coaches have a quality of presence from having lived and understood the principles of how life works over the years. They tend to have a few gray hairs, sometimes premature gray hairs, because of what they have overcome.

It is important for senior high-achieving, successful, authoritative executives and business people to feel they have a peer sitting across from them. This calls for a good spiritual foundation, the sense of having overcome a few things and having built character in the course of the vicissitudes of life. There are some principles in how to overcome obstacles and how to sustain success and recover from mistakes and mishaps from the valleys of our lives. We have some common traits; character building creates a lot of spiritual foundation.

Spiritual Practice. Authenticity, courage, and the comfort to be completely genuine in the moment allow me to be *intuitively open*. In order to have antenna sharp and open, we have to be relaxed and comfortable, to be *genuine in our skin*. If we try hard to wear a mask or "tighten" our brain, or if we create tension anywhere, then we cannot hear what is already there. The capacity to relax, to *stay in the moment*, and to stay authentic and genuine only comes through spiritual practice.

And, finally, there is the principle of *not-needing to own the results*—not failures and not successes, not having to own them as a coach and not needing the client to own them either. We stand together and admire the landscape. We stand together—arm in arm—looking at what we have created together in front of us and admiring the landscape. It is not anybody's; it is a phenomenon we have allowed to grow. We did not cause this. We just got out of the way; we did some things right and we look at the wonderful productivity that emerged. It is not about the ego. I do not think coaches can afford to have ego. I do not think clients need to have ego when it comes to creativity.

**Bobette Reeder, Personal and Mentor Coach;
ICF President 2002**

Coaching with Spirit means having complete faith in the wisdom and energy of my clients, as well as that of myself, and allowing me to hear and act on that wisdom. When I touch that spiritual place while coaching, both the client and I can actually feel the energy. As a coach, I strive to experience that in every session, that is, true coach mastery. The energy flows; I just hit it right on. It happens when I bypass my brain and connect directly from my heart/soul/wise self to my mouth. It is a powerful experience for us both, and the client has an opportunity to take a quantum leap! Celebration ensues. It requires hyper focus and total relaxation simultaneously. I work on it all the time.

Be Selective About Clients. My recommendation for coaches who coach with Spirit is that they be extremely selective about clients. Work with clients you have more faith in than they have in themselves. Hold that faith steadfastly; become fully aware of your internal voice and know the message it brings is always true. Coaching with Spirit comes from the point of truth. Share it with no fear!

Exceptional Coaches Bring Spirit. The only way to achieve mastery is by including the spiritual realm in actual coaching. That is often what separates the well-trained coach from the exceptional coach. One can be well versed in skills and techniques of coaching (and these are critically important), but if coaches are never able to tap into their spiritual selves, they will never reach ultimate level of coaching. Exceptional coaches bring an added value to their clients through spiritual connection, spiritual knowing, and spiritual truth—not “woo woo”—just something greater than facts, strategizing, and method.

**Marcia Reynolds, President, Covisioning;
Past President, ICF**

I am open to the possibility that there are other forces and sources of wisdom available to help me when I am coaching. I have to be in a space where I am comfortable, with a clear mind and no personal agenda. If I am focused on my client 100 percent, the right questions and guidance always seem to appear.

I am amazed at the significant work that can be done quickly when I coach with Spirit. We seem to move from problems to possibilities many times over in only thirty minutes.

Julie Schniewind, Business Coach

My own definition of coaching with Spirit is to have clients' best interest always at heart and to believe that they are capable of being more effective with the right support. The spirit of what I do is being someone's personal advocate. People trust me. They believe I have no agenda but their own. My own intentions are quite clear. I am not selling a

product. There is no known outcome. I have a process if they need to see it, and we hardly ever stick to my process.

Emotionally I think the words coaching and Spirit have very positive connotations. Too often these days, the words coach, spirit, and spirituality are trivialized. Deep sighs and rolling eyes greet the words, as if the topic is mystical, not practical or useful. I would like to be known as a coach with Spirit; yet I would not be surprised at being devalued because of this aspect, and that makes me sad. As a business coach, Spirit is given but not promoted by me.

Spirit is an internal thing to me. When I live my life as though I embody the Spirit in which I profess to believe, and when I approach others as though they have the Spirit in them, I am honoring Spirit.

When I can get to that preverbal part that all of us are born with, I can have a richer experience with the other being. When I come from Spirit, I trust others come from Spirit. It has been a significant learning to realize I did not have to like my clients in order to work with them. My job is to find out what value they have to add and to support that development.

John Seiffer, Owner, The Small Business Coach; Past President, ICF

Coaching with Spirit means taking into account all the things we cannot hear, smell, see, taste, or touch. This includes emotions, hunches, being in flow with the universe, and wisdom—both personal and universal. I try to be open to everything out there in the world, yet detached from any explanation or doctrine. Being open helps give clients the space to be who they are while doing what they do.

I find coaching with Spirit works best as an undertone or something that informs *how* I work. If I try to make Spirit *what* I work on, then Spirit seems to disappear or lose effectiveness.

Travis Twomey, M.C.C., Coach

When I get out of my way, I allow Spirit to come in. Something happens when two people come together. If I am in the process of guiding someone and I have an attachment to a particular outcome, Spirit has a hard time overcoming my intellect. When Spirit comes in, I am able to let go and the client is able to let go. Spirit often shows up in coaching while we are on the road to creating the results we want. Many times the results we want come from some other source—for example, Mom, Dad, and other significant people in our lives. Results coming from Spirit involves working with purpose and passion—whatever is unique to a person's way of being in the world.

Powerful Questions. Spirit first shows up with some powerful questions. I start focusing the energy present during this process. I can see body language changing, indicating the person is more than just pondering. A powerful question is one in which clients do not have a ready answer because it is a question about something to which they are not paying attention, for instance, “What about this job makes you stay?”

I develop a relationship with the client, allowing Spirit to show up. Like air, it is always there, and I may not be breathing it—I may be holding my breath. I really care about my clients and do not have attachment to their defenses.

Coaching with Spirit is one of the ways I work with people, not the only way, I think it is the best way and it is only one way. Spirit is so powerful that the first time someone becomes aware of it can be scary.

How to Become Comfortable with Spirit. Find a discipline and do it. Before enlightenment: chop wood, carry water. After enlightenment: chop wood, carry water. Any discipline works. Unless you are in tune with your own Spirit, you will not notice when Spirit shows up in your coaching. You may try to force Spirit, and Spirit will not be forced. Spirit shows up based on how you *are* in the world—not on what you do. Coaching with Spirit can become just another technique, and then we might become attached to a particular outcome. Our challenge, and we are being paid to accept it, is to let go of outcomes, just let go.

**Chris Wahl, M.A., Ed.D., M.C.C.,
Director, Coaching Certificate Program, Georgetown University**

Coaching is getting at what really matters to people. Once you have been coached, your ability to see things in new ways benefits others—your staff, your colleagues, even your children. It is a gift that keeps on giving.

Executive coaching is about awakening the compassionate side of people and exploring ways to practice compassion in a business setting, always remembering that the person across the table is another human being. I help people remember themselves in a business setting. The wisdom is inside. I work intuitively and practically and tap into clients’ intuition. The more they bring their spirit to work, the better they lead.

Spaciousness. I offer spaciousness, giving space to feel and be who you are. Clients experience the spark and joy of that space and give it to others, creating an alchemical reaction. When people allow themselves space and experience what that does inside, it gets harder and harder for them to go back to that old constricted way of being. When clients are able to create this space and relate their experience, they say they are kinder to themselves. I help them find ways to bring more awareness into their lives, so they can make distinctions about the choices they have. I see the potential the client cannot see.

I work to be spacious. I worked with one man who was living very small, inside a narrow worldview that had two boundaries: (1) meet everyone else's expectations and (2) get ahead. He viewed himself as sick (having had a recent illness) and was also a high achiever. With a big job to do in his work, he did not feel up to it. In order to do his job differently, he needed a different worldview. How does this "living small" person begin to fill the shoes he needs to fill? He needed a partner. We started with little things—for example letting go of reading nine newspapers per day. This created more space for him, and, after practice, he realized that he could make other similar choices about how to spend his time. I was very challenging and he took it all in, doing everything I suggested. He began to chart a new path that included speaking up, speaking out, and honoring his most essential (soul) needs. Achieving transformation and finding his wholeness again, he has been promoted twice, both times after being publicly recognized for his leadership.

**Hannah Wilder, Ph.D.,
Principal, Wiseheart Global Leadership Coaching**

Coaching with Spirit means coaching within a consciousness of an unseen web connecting everyone. When a coach is conscious of this, amazing things happen. This web has been described in Japanese Zen as Indra's Net, when a drop of water or crystal reflects (at each joining point in the net) not only all other crystals, but all reflections in all other crystals. Whatever each one of us does is seen and known by everyone else at some level. We are never alone, and how we think and act reverberates throughout the world. We are also guided by our knowledge received through this net. When we live in mindfulness, everything we think and do becomes sacred and known at some deep level. I have had clients who were close to death or who were suddenly in a situation in which someone close to them was dying. I was the person somehow chosen to speak with them at this time. I knew if I was as mindful and open as possible I could hear them at a deep level, and truth and wisdom would come through me to them in the way needed in that situation. When I am coaching at this level, I become very quiet, grounded, focused, asking for the courage to tell the truth and hear the truth as well.

Coach as a Shadow. Working with leaders is sometimes just as sacred as experiences with ill or dying people, because they live with tremendous pressure and many people rely on their discernment. It is important that they know and trust themselves and the source of their wisdom. For them I am a shadow leader, modeling balance, discernment, the ability to make clear decisions and take courageous action when necessary, and the knowledge of when to follow. Knowing I am behind them and I stand for them allows them to be aware of the unseen web of support. They become stronger within and act from that strength.

Where clients are challenged, I am able to stand for them when it becomes difficult for them to stand for themselves; in those times, I remind them of their own spiritual strength. This may take many different forms. When I first begin with clients, I try to

find out their spiritual resources so I can call on those in times when they feel challenged, afraid or lose touch with those resources.

One leader, for example, often spent much time worrying and even lost sleep, especially after certain board meetings. I knew she was a strong Christian so I asked her if she thought the other people were protected by God as she herself was. She replied, “Yes, I do.” So I reminded her that if her faith was strong, she could relax and allow God to take care of whatever was left after she had done her best. She saw how her faith and prayer could be much more powerful than worry. Worry demonstrated a lack of faith!

We coach with Spirit if we are both of the connection to Spirit and our responsibility to be as aware as possible of the influences flowing through us to others.

All Forms of Spirit. I am concerned when Spirit is perceived as one particular form or another—prescriptive Spirit, you might call it. I am uncomfortable when I hear people say they only want to work with people who have the same spirituality they themselves practice.

As I see it, spirituality may take many forms, and there are common principles to most of those forms. Awareness, compassion, loving kindness, doing no harm, respecting the commitments and property of others, valuing creative development, and sharing one’s gift are among the principles of most forms of spirituality. These principles promote balance and harmony and help everyone achieve his or her potential within a context of mutual trust.

Coaching Pointers

Following are thirty-five specific suggestions and pointers from coach leaders to assist those who wish to increase their ability to coach with Spirit.

ABCs to Increase Your Coaching with Spirit

- Accept and value the differences people bring. Remember, whatever people do works for them at some level.
- Be open to different forms of spirituality, to a variety of expressions of Spirit.
- Be willing to be quiet and listen to the voice of Spirit in yourself and others.
- Communicate with fellow coaches about the spiritual side of coaching.
- Contribute and be of service where you are the best.
- Cultivate generosity and gratitude.

- Discover and own your magnificence by doing your personal work to clear the blocks to the full expression of your authentic self.
- Do not try too hard.
- Engage in follow-up coaching—the integrative phase for yourself as well as your client.
- Find a spiritual partner for sharing your own (and his or her own) spiritual concerns, experiences, and yearnings, seeking out persons you find to be profoundly spiritual and discovering how they became that way and what their callings are.
- Find your own language and style for talking about Spirit.
- Get enough rest.
- Have the communication you need to have. Give the appreciations you feel.
- Hire your own great coach.
- Ignore doctrines or programs that try to be one-size-fits-all.
- Just trust yourself.
- Keep your life clear; let go of whatever clutters your life.
- Know yourself, your intentions, and your boundaries.
- Laugh, cry, and play to find out what keeps you engaged in life in a light and fun and feeling way.
- Learn what it takes to be present and to practice “beginner’s mind” when you see people and situations fresh, as if you have never seen them before.
- Make time alone with no agenda; meditate, ponder, wait, pray, listen and so on. Take an hour a day, an entire day, a Spiritual quest retreat for several days.
- Notice what spiritual and coaching principles you live by. Teach and live those values.
- Open your heart.
- Participate in an activity-based workshop with others.

- Quest for new ways to experience peace and harmony of Spirit. Reconnect with your own spiritual traditions or seek a pluralism of spiritual paths, not one. Live a faith-based life.
- Remember every step you take is necessary for you to get where you are going, including the missteps.
- Spend a day per month in a bookstore to explore what is being written by other like-minded or spiritual people. Give more credibility to authors who have been coaching with Spirit for a long time and who know what they are doing.
- Surrender to Spirit. Get your ego out of the way.
- Take some formal training by highly experienced and successful coaches with Spirit.
- Use a personal journal to access your spirit and wisdom. Write your question of the day and then, from your highest and best imagination, record your answer.
- Value yourself and share this value with others.
- Wonder. Enjoy the mystery of life.
- X-ray, recalibrate, and fine-tune your own instrument continually, in all domains—head, body, and feelings—by asking, “What is going on with me?” Be in condition to coach.
- Yes! Sport a positive outlook.
- Zero in on you. Offer yourself a space of unconditional positive regard.

Summary

The common threads for coaching with Spirit are

1. Hold the space of connection;
2. Focus on the client; and
3. Coach from a transformational experience.

It may be that coaching with Spirit can occur at all three intelligences. First, we ask the right questions and guide clients through problem solving (cognitive). Second, as we are in touch with our emotions and those of our clients, we coach for enhancing emotional

intelligence. Third, when we allow Spirit to flow and work with clients ready for deep transformational work, we are coaching spiritual intelligence—an amazing powerhouse!

[*Author's Note:* These interviews were the last material submitted for this book. To preserve impartiality, I did not share with Hetherington the three key spiritual principles I extracted from other sources (my observations, other coaches' comments, executive coaching, and international coaching). Although I should not have been surprised at the outcome, in truth, the recurrence of these three themes is quite affirming. Connection with self, the client, and the whole; being in the present; and accepting responsibility for choices seem to be the elements of coaching with Spirit.]

So far we have heard from coaches—all type of coaches, coaching at many different levels and in different settings. Now it is time to hear what clients have to say. Are clients interested in receiving coaching with Spirit? If indeed spiritual awakening is upon us, how does coaching affect the scorecard?