

# Certification

## Hot Tips

If you're reading this you've probably already taken at least one of The Coaches Training Institute's fabulous coach training courses. You are familiar with the incredible difference in your competence and comfort from the beginning of a Friday morning to the completion circle on Sunday afternoon. After being immersed for three rich days, the principles of Fulfillment, Balance and Process are so much more tangible and deeply understood within you.

In this same way, the six months of Certification allows you to steep in the Co-Active model and hone your coaching skills. Certification was a rich experience for me full of learning and growth. There were some bumps along the way too. Whether you are considering signing up for Certification or you already have, I wanted to share some of my learning in the hopes that it makes your journey a little bit smoother.

### Getting Organized (my inner bossy-pants emerges)

- There are a lot of moving parts with Certification so I really encourage you to support yourself and your learning in whatever ways suit you best. It will make all the difference.
- Once you sign up for Certification you will get a lot of information. First things first, start a folder in your inbox or create a flag to help you keep track of it all.
- Get familiar with all the information and resources CTI sends you ***before your first call!*** It will help you feel like you know what is going on.
- **HOT TIP:** You know yourself best. Work with what works for you and create the systems you need so that you can get as much out of Certification as possible.

## What to expect from your pod

- Your pod mates are just like you – busy people juggling Certification and the rest of their lives. They're probably also a bit nervous and excited all at once.
- Remember that you get to be co-active in this relationship – show up prepared, ready to engage and ask for what you need. For example, a few of my pod-mates and I organized extra triad sessions because we wanted more practice and to deepen our learning.
- Engage with your pod and pod leader in your pod forum. Ask questions, respond to others' posts and offer support. An active pod really enhances the experience.
- **HOT TIP:** To be fully present on your calls, mute anything that might ring or buzz, quit your email and eliminate all other distractions. Your experience will be much richer for it, and your engagement will support everyone else's.

## What to design with your Clients

- Invite your clients to share your commitment to coaching. You don't want a client/friend who thinks he's doing you a favour and shows up late or while driving to the gym. Whether they're paying you peanuts or some serious coin, your clients will respect you as a coach if you respect yourself.
- Ask your clients to work with you right through Certification. They won't all be able to stay, but getting that commitment up front will make a big difference for both of you.
- Be professional. You might feel like a baby coach but to your client you're the real deal. Use whatever systems (or not) you need to help you communicate with confidence and compassion.

- **HOT TIP:** Let your clients know that you're in a certification training program and ask for permission to practice whatever principle or skills you're working on with your pod. At times this might seem awkward, but remember the Process course when you coached a topic from each principle? It can be done!

## Finding a certification coach

- Needless to say, this is an important piece. You will work at least once/month with your coach during certification, so it's important to find a coach who will work with you the way you want them to.
- Think about what you want from them – you might want to ask them to really model the model in their coaching. Or you might ask them to help you stretch as a human. Remember, they're co-active coaches and you get to design the relationship with them. It's your experience and your learning that are paramount here.
- **HOT TIP:** Interview/talk to several coaches so that you get a feel for the range and possibilities out there. Some will offer sample sessions so try them out. AND, don't leave it to the last minute. You have to have your coach sorted out before you start your program.

## What to expect with the Written Exam

- First, don't sweat it. By the time your written exam comes around, you will be well prepared.
- Trust your learning. If you've participated in your pod calls, listened to the recordings and done the readings, you'll sail through it.
- **HOT TIP:** Enjoy the exam! It's a chance to express your learning through written words. The process can be satisfying and empowering.

## What to expect in the Oral Exam

- Again, you'll be so well prepared by the time your oral exam comes around that you should be able to *enjoy* the exam.
- The point of the exam is for you to demonstrate your ability to coach competently using the co-active model. It's really that simple. Use your intuition, dance in the moment and have fun doing what you've been trained to do – coach!
- Think about what you need to do before, during and after to create a supportive space during the exam. For me, I lit a candle on my desk to help ground me. I also printed out some powerful questions just in case I got stuck or lost. Didn't really need them but it was nice to have them there just in case.
- **HOT TIP:** When your exam is over, **celebrate!** I mean it. You've made it to the end of a rigorous process. Take some time to mark this milestone and appreciate your growth and learning as a coach. And then go out and coach like crazy!

## All In & a Final Tip

- I struggled for a time partly because of a health issue but also partly because I wasn't fully committed to the process. I didn't realize I had been holding back until a coach/friend one day said "Are you all in?" That jolt that helped me realize I wasn't and allowed me to say 'hell yes' and claim my place as a coach.
- **HOT TIP:** Enjoy the journey - it's a rich and rewarding one! There will be ups and downs, highs and lows that might make you doubt me. Some of us find it hard at times to be an adult beginner. So connecting and reconnecting with the *why* of what you're doing, and appreciating all that you've learned along the way will help keep you inspired and yearning for more learning.