



SpotLight Coaching Affinity

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Client: John 1

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Company	HR High Touch - Marketing
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Project	Coaching Affinity Sample 2017
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Affinity: a close connection marked by community of interests or similarity in nature or character.

Coaching is a highly effective way to introduce change. It is based on a deep working alliance between two people – a Coach and a Client. A well founded and stable relationship gets results. It needs mutual trust, confidence and liking of one another. Shared values will be helpful as well as similar ways of seeing the world. However this doesn't mean that Coach and Client need to be identical. A different point of view can be very helpful, providing a 'charge', a frisson, an energy which can help the coaching process.

For this alliance to work there are a few things that are critical for the Coach to have: For example:

- The Coach must be client-centred
- The Coach must establish rapport very early
- The Coach must be prepared to both support and challenge as appropriate
- In a short time the Coach must establish trust in the relationship, and this trust must be maintained.

When these are established we call it Affinity. The factors that might affect the Affinity between Coach and Client would include:

- Shared values
- Similar behavioural responses
- Agreement as to methodology
- Agreed and shared expected outcomes

Clearly a large part of this Affinity will come from the initial 'chemistry meetings' at the beginning. At these meetings both the Coach and the Client would have a set of key questions that need to be asked.

Beyond these questions however is the relationship between the Coach and Client personalities. This does not mean that the two should be identical. In fact if the personalities are too similar then there are fewer opportunities for personal development. They are too alike. But if the Coach and Client share some similarities then that can help the Coach to understand how the Client is feeling. If the Coach is very different then these differences can help provide a valuable alternative viewpoint.

Spotlight Affinity

To form a successful relationship the Coach and Client must understand the differences between them?

To show this the Affinity report sets the Coach as the baseline and then compares the Client to this. And the Affinity report follows the Spotlight model to show:

Where the Coach adds relative strength to the relationship

What the risks in the relationship are

What are the frustrations that the Coach may encounter – the hotspots than might challenge the relationship

What is the Challenge for the Coach. What does the Coach need to do to make this work.

Note that this report, while similar in appearance to the normal Spotlight report, uses a different baseline. A Spotlight report compares a person to the 'average' person, that is, the person who scores 5.5 on all Facet5 factors. The Affinity report compares the Client to the Coach's own Facet5 profile.

These charts and the comments show how you (blue dot) compare to John 1 (red dot). The dots show your scores on the Facet5 sub-factors and the comments follow the Spotlight format but in this case John 1 is compared to you rather than the mean population score.



Making decisions and setting goals



Strengths	Risks	Frustrations	Challenges
You ... are equally very strong willed, assertive and committed to your own ideas	You may be seen as ... unwilling to compromise, stubborn and unnecessarily argumentative.	You may be frustrated by ... dealing with John who is as committed and determined as you are and therefore unwilling to concede	Your challenge could be to ... try being more flexible and impartial when the issue is not really important to you



Strengths	Risks	Frustrations	Challenges
You ... both prefer to avoid conflict but will argue and defend your case if challenged	You may be seen as ... fair and balanced unless you feel very strongly about something	You may be frustrated by ... people like you who won't stand up for themselves and those who argue and challenge just for the sake of it	Your challenge could be to ... make use of your ability to see both sides of an argument and help those who are less able to defend themselves such as John



Strengths	Risks	Frustrations	Challenges
You ... are considerably more democratic than John and your actions will reflect those of the group	You may be seen as ... too dependent on the team for direction and too willing to accept rather than offer advice	You may be frustrated by ... John when they decide independently and act alone without telling you what they have in mind	Your challenge could be to ... request regular updates with John and prepare to share your own thinking



Engaging with and consulting others



Strengths	Risks	Frustrations	Challenges
You ... have a far more circumspect approach to novel ideas than John and will research and think carefully before committing	You may be seen as ... lacking in motivation and enthusiasm and not interested in innovation or change	You may be frustrated by ... John's perceived loudness and intrusiveness and their willingness to act before fully understanding what is involved	Your challenge could be to ... avoid being misjudged. Show interest when you think that John's enthusiasm is justified. Ask open questions, play for time and present your thoughts in a positive way



Strengths	Risks	Frustrations	Challenges
You ... <i>both value privacy and having time to yourselves but John is much more likely to seek the company of others and to make friends at work</i>	You may be seen as ... <i>reserved, keeping your distance and being difficult to get to know</i>	You may be frustrated by ... <i>John who interrupts you to talk about something that can wait and expects you to attend social events</i>	Your challenge could be to ... <i>arrange 1:1 time with John. They will not intrude and could help you connect with people who are important to your work</i>



Strengths	Risks	Frustrations	Challenges
You ... prefer to research and develop your own ideas and are far less likely than John to involve others	You may be seen as ... losing their attention by being overly analytical and thorough	You may be frustrated by ... John moves too quickly, accepts a superficial view or doesn't think in depth about an issue	Your challenge could be to ... show more obvious interest in John's ideas and be prepared to share what you are thinking and doing



Focusing on people and tasks



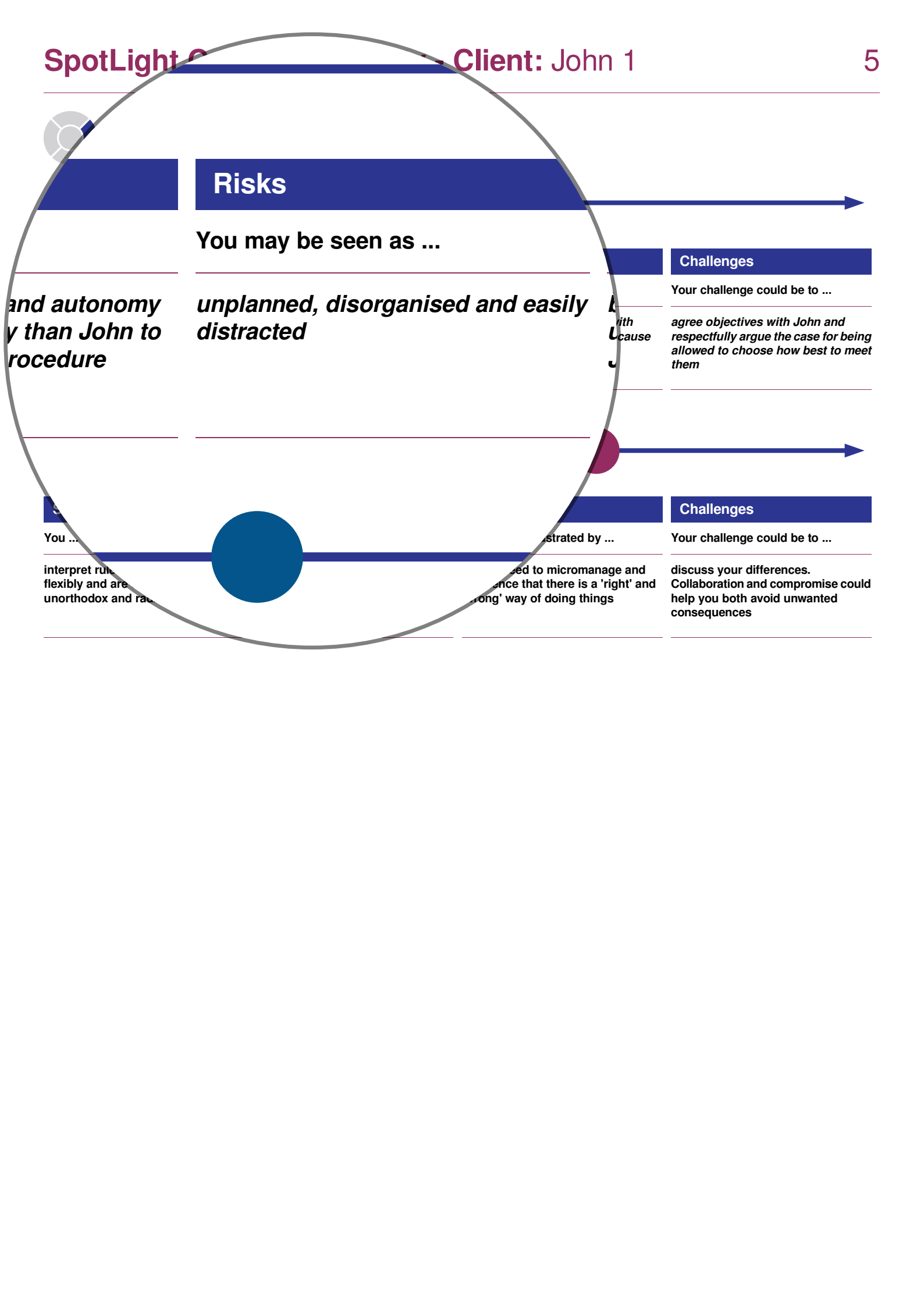
Strengths	Risks	Frustrations	Challenges
You ... both focus on the task in hand but you are less likely than John to go for the simplest solution every time	You may be seen as ... both likely to overlook longer term implications and the impact that decisions can have on people	You may be frustrated by ... when John won't discuss anything at length and is overly sceptical	Your challenge could be to ... resist colluding with John's short term view by involving more people focused and strategic thinkers in your discussions



Strengths	Risks	Frustrations	Challenges
You ... focus on your own work and are likely to be the first to suggest when asked	You may be seen as ... enabling others by covering for them and not holding them to account	You may be frustrated by ... when John expects people to fend for themselves regardless and doesn't acknowledge that situations and requirements may change	Your challenge could be to ... make it clear to John when you believe that a more supportive approach could improve relationships and/or morale and deliver better long term results



Strengths	Risks	Frustrations	Challenges
You ... You have a trusting and generous nature. You take people at face value and believe what you are told. John is more cynical and can act as a counter balance	You may be seen as ... easy to take advantage of. Your unwillingness to question things may be seen as an opportunity by John	You may be frustrated by ... being exploited. Having your motives questioned by John. Not being trusted	Your challenge could be to ... be consistent in what you say to John. Take note of and deliver what was promised. Prepare to defend yourself



Risks

You may be seen as ...

unplanned, disorganised and easily distracted

Challenges

Your challenge could be to ...
agree objectives with John and respectfully argue the case for being allowed to choose how best to meet them

Challenges

Your challenge could be to ...
discuss your differences. Collaboration and compromise could help you both avoid unwanted consequences

discuss your differences. Collaboration and compromise could help you both avoid unwanted consequences



Responding to stress and identifying risk



Strengths	Risks	Frustrations	Challenges
You ...	You may be seen as ...	You may be frustrated by ...	Your challenge could be to ...
have a slightly more balanced view than John that can help to keep a sense of perspective. You don't worry unnecessarily	John may feel you are a little overconfident, not seeing things that others see	having to encourage and motivate. Feeling that John] is slowing things down	help John to separate real issues from imagined. To maintain a sense of proportion



Strengths	Risks	Frustrations	Challenges
You ...	You may be seen as ...	You may be frustrated by ...	Your challenge could be to ...
both have a very positive outlook and share a optimistic view of the world. You both see the bright side and minimise risks	you may both fail to see problems and be overly confident. John's confidence can lead you to underestimate risks	finding that neither you nor John have allowed for problems that come up. That you were surprised by unforeseen problems	capture John's optimistic spirit while being aware of possible risks. Show some caution without seeming negative or unhelpful