

# PETER NÄF

## karrierecoaching

### SYSTEMIC COACHING

#### Basics

Systemic coaching has its roots in family therapy. It assumes that the behavior of family members can only be understood in the context of the family system. Transferred to systemic coaching, we can only understand the behavior of a person in the context of his or her environment, e.g., the company or department. People behave differently depending on the context and show different sides of their personality. In systemic coaching we assume that we have to take situations for granted in the short term. Thus, change does not take place in the environment and the other people involved. The only way to influence the situation is with the coachee. By changing their attitude and behavior they create new framework conditions for their environment. And by doing so they influence people's behavior and change the system at the same time. The prerequisite for success, however, is that the coachee takes responsibility for their situation.

#### Systemic coaching and personality

The matter is complicated by the fact that we humans are also systems. We assume we speak with one voice. Instead, we are individuals with different inclinations. Two souls dwell within my breast. If only it were that simple! The truth is: I am many. With his concept of the inner team, Friedeman Schulz von Thun has created a beautiful representation of this inner diversity. It is based on the same basic assumptions as family therapy. What we perceive as our unified voice and carry to the outside world is in reality an inner majority decision of different subpersonalities. All stand for certain personal needs. This complicates the relationship between individual and environment. In reality, several systems face each other. And this is exactly where coaching comes in: First, you have to come clean with your inner system. Only then can the interaction with the external system succeed.