

COACHING

The term coaching is used rather loosely today. What I mean by it is something more specific – and deliberately hybrid.

Coaching is a process in which coachees take responsibility for their own development. Unlike in traditional consulting, decisions about goals and implementation remain with the coachee – because he or she is the expert on their own life. At the same time, I contribute subject-matter expertise as a coach: for example in career design, applications or professional reorientation. In my work, coaching is therefore not a purely facilitative process, but a dialogue between two systems of knowledge: professional input meets personal experience.

The distinction from therapy is important – and often misunderstood. Professional and personal aspects are closely intertwined; separating them thematically is of limited use. A clear boundary lies where mental health conditions become the dominant factor. Those who are significantly affected belong in the hands of medical or therapeutic professionals. In borderline cases, coaching can play a supportive role – provided the ability for self-regulation is still present. Therapy is indicated when this ability is no longer there.

Both approaches share the same goal: improving quality of life. The path to get there, however, is different.

Articles on coaching (all articles)

- Trying is an invitation to fail
- If it cannot be solved, it is not a problem