

# The Conversation about the Coaching Conversation

*Establishing Relationships Through Effective Coach-Client Contracting: Insuring Inclusive Work with Diverse Populations*

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2022

JUSTICE | EQUITY | DIVERSITY | INCLUSION

SUMMIT

IMMEDIATE, INTENTIONAL AND SUSTAINABLE CHANGE


JUNE 23, 2022

PRESENTED BY:  
ALCOHOLISM & SUBSTANCE ABUSE PROVIDERS  
OF NEW YORK STATE, INC. (ASAP)

# ***“The Contract is the Work”***

the relationship/the map/in which  
room are we/what are we doing  
together






What agreements/understandings/specific behaviors need clarification to ensure that this profoundly intimate, vulnerable making and loving conversation honors the unique needs/perspectives/experiences of the Recoveree?

00:07





What do I need to be aware  
of within the context of  
Contracting when I sit across  
from someone other than  
me?

# Recovery Concepts that require extra attention to the Creation of Trust, Safety and Inclusion

Multiple Pathways

Harm Reduction

Working with Stages of Change

Stigma and Language



✓ NON-STIGMATIZING LANGUAGE	✗ STIGMATIZING LANGUAGE
<ul style="list-style-type: none"><li>• Person with a substance use disorder</li></ul>	<ul style="list-style-type: none"><li>• Substance abuser or drug abuser</li><li>• Alcoholic</li><li>• Addict</li><li>• User</li><li>• Abuser</li><li>• Drunk</li><li>• Junkie</li></ul>
<ul style="list-style-type: none"><li>• Babies born with an opioid dependency</li></ul>	<ul style="list-style-type: none"><li>• Addicted babies/Born addicted</li></ul>
<ul style="list-style-type: none"><li>• Substance use disorder or addiction</li><li>• Use, misuse</li><li>• Risky, unhealthy, or heavy use</li></ul>	<ul style="list-style-type: none"><li>• Drug habit</li><li>• Abuse</li><li>• Problem</li></ul>
<ul style="list-style-type: none"><li>• Person in recovery</li><li>• Abstinent</li><li>• Not drinking or taking drugs</li></ul>	<ul style="list-style-type: none"><li>• Clean</li></ul>
<ul style="list-style-type: none"><li>• Treatment or medication for addiction</li><li>• Medication for Opioid Use Disorder/Alcohol Use Disorder</li><li>• Positive, negative (toxicology screen results)</li></ul>	<ul style="list-style-type: none"><li>• Substitution or replacement therapy</li><li>• Medication-Assisted Treatment</li><li>• Clean, dirty</li></ul>

# The Importance of Effective Contracting

Supervisors believe that over half of the issues brought to them by coaches were related in some way to the original contracting with their clients

When coaches were asked this question, they stated that 34% of the issues they brought to supervision were in some way related to contracting.

Clutterbuck and Turner 2019

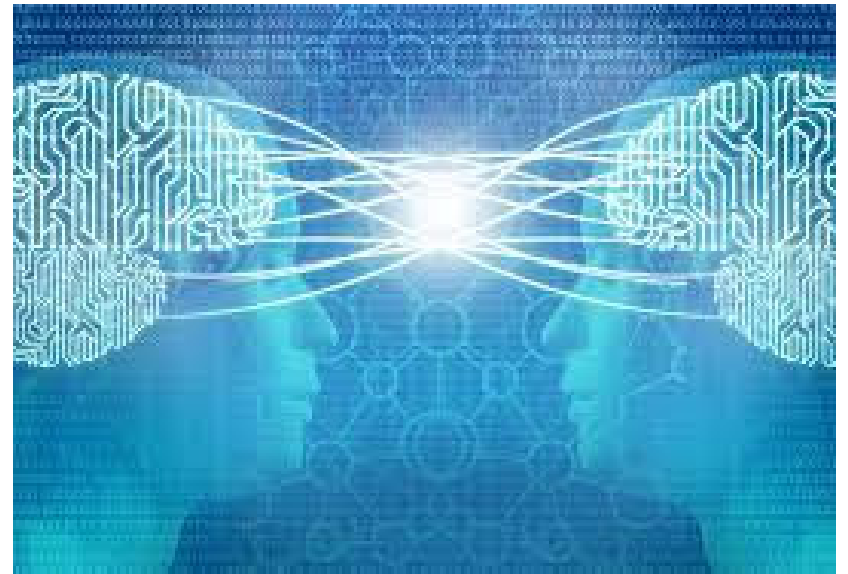


Contracting: the  
foundation of a  
successful coaching  
relationship

# *Psychological Contract*

“The agreement (on a more implicit level) that the coach is committed to co-creating with the client a safe and facilitative environment in which the work can be done”

On being a Supervisee – Carroll and Gilbert





## Coach Recveree Contracting

### “The Conversation about the Conversation”

How are the following topics possibly informed by a client’s family/ethnic/cultural/gender/religious background and experience?

#### Trust Safety and Inclusion:

What would you need “in the room” to come to feel a sense of trust, safety and inclusion?

What would the “evidence” be that trust, safety and inclusion is in the room in a manner that is meaningful to you?

What do you listen for/Feel for/look for that would signify a trusting space/person?

What do you need in this space to make it conducive for you to engage in reflection?

Attitude/Experience working with a helping person?

How do you learn best?

What are your beliefs about change?

What needs to be present in the room/our relationship for you to make the best use of uncomfortable/intense emotion. ie: grief, loss, trauma?

Balance of Support vs. Challenge (overall/session)

Giving/Receiving/Soliciting Feedback

Coaches sharing of self

Self Disclosure

Sharing of the “here and now”

Client Autonomy

Impact of me (the coach) as a white male?

#### Physical Space

What exists in the physical environment that might respectfully speak to the cultural, ethnic, gender, religious practices of your client?

# Thank you!



**Keith Greer Coaching**



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CONVERSATIONAL  
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Host – The Helping Conversation Podcast

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