An extended family. Changes in the coachee can impact not only on individuals but also on the organisation. Once again, through Use of Self, the coach has elicited from the coachee their inner thoughts, emotions and behaviours. I have seen this occur during a coaching session were a coachee was extremely vocal and negative about a senior manager in the organisation, and this had a negative impact on their team and performance. There was silence when the comments were played back to the coachee, as they reflected on their behaviour - this proved to be a spontaneous moment and had a real impact on the session.

Clearly, Use of Self is therefore fundamental in the delivery of coaching practice.

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