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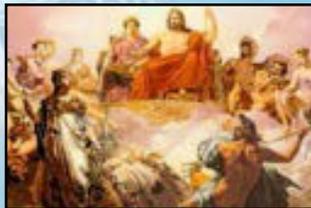
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By Elena Aguilar



THE TRUE ORIGIN OF THE TERM MENTOR

By Rey Carr



FINDING THE RIGHT MENTOR

By Shawn Mintz



ADVISERS VS. MENTORS: WHAT'S THE DIFFERENCE?

By Christina Memorio



PEER-MEDIATED INTERVENTION FOR CHILDREN WITH AUTISM

By Peer Bulletin Staff



MENTORS IN MEMORIUM: PAUL HORN, EILEEN FORD, AND STEPHANIE KWOLEK

By Rey Carr

PLUS: A BOOK REVIEW; THE LATEST PRN DEMOGRAPHICS; NEWS ABOUT CHAMPIONS; NEW RESOURCES IN COACHING, MENTORING, & PEER ASSISTANCE; SELECTED CONFERENCES; FUNDING; BOOKS NEEDING REVIEWERS; RESEARCH & RESOURCES; AND A TWO-DAY MENTOR TRAINER CERTIFICATION WORKSHOP

Navigation Tools for the Heart, Mind, and Soul™

Peer Resources

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FROM THE SOURCEBOOK OF COACHING HISTORY

THE LESSONS FROM HISTORY

VIKKI BROCK



After two years, the Coaching History column is coming to an end. Rey Carr and I have both enjoyed sharing with you tidbits from the emergence and evolution of coaching. When I started the research into coaching's history in 2006, many people believed that one or two individuals created coaching—today it is accepted that 1) the coaching profession rests on the shoulders of many professions that went before us and 2) since coaching came into being in its current form the professions that make up our roots have been changed because of us.

This final tidbit is about our responsibilities as professional coaches. Each of us is creating history today, so having a clear intention of where we are going will support how we approach today, and that creates the history of yesterday.

In 2012 when I published the [Sourcebook of Coaching History](#) I described a future scenario for coaching that holds true as much today as it did then. I also identified our responsibilities as coaches to make this future a reality. Here's what I said then (pages 431-432):

Where is coaching going next? One of the future scenarios holds the prospect that coaching becomes the dominant worldview and global culture. In this future, coaching is:

1. an open, fluid social movement;
2. that is spread virally through human relationships and interactions;
3. woven into the fabric of life; and
4. the preferred communication process and style for human interaction.

What can we do to make this worldview of coaching a reality? First, we can understand who made contributions to the emergence and growth of coaching, and then value those contributions. Second, we can embrace an inclusive definition of coaching—one that is dynamic and contextual, delivered across a range of attributes, and customized to the person being coached, the coach, the context and the specific situation. Third, we can promote diversity and inclusion—getting away from the competitive model. We talk about coaches being collaborative, yet I have

seen more politicized and competitive behaviors among coaches than I have seen in other professions that do not profess to be collaborative.

Fourth, we can support the effective use of coaching, so that doctors and managers can be effective coaches. Everybody can be an effective coach. We can support this behavior in others rather than saying, “Nope, you can't be a coach unless you are a professional”. Using a coaching approach with patients, employees, and children enables doctors, managers, and parents to be more effective. This is modeling and living coaching in your life, in every moment and interaction.

The last action item is “champion coaching as a social phenomenon”. We can shift from looking at coaching as a set of practices to viewing it as a social phenomenon—something far bigger than we might have desired or imagined. We start looking at it outside the discipline, and we don't confine ourselves within the walls of professional coaching. This is the only way coaching can become the dominant worldview—when it gets much bigger than professional coaches. We want to shift from the scarcity of “What's in it for us?” to the abundance of “What's in it for all, and the world will be a better place when we open this up.”

In summary, coaching is an emerging and evolving field, complex and dynamic, future-based and yet firmly grounded by its root disciplines.

Remember, history was, present is, and future will be. It's up to us.

What We CanDo...

- Understand influences and contributions.
- Embrace an inclusive coaching definition.
- Promote diversity and inclusion.
- Support effective use of coaching.
- Model and live coaching.
- Champion coaching as a social phenomenon.



(This article is available as a PDF [here](#).)