



Coach Recruitment Kit

FAQ

How do I submit my recorded client session for my coach application?

First, make sure you have asked permission of your client before you submit the recording. Once you have permission, send your digital recordings to marie_fahey@mylifecompass.com. We do not accept anything but MP3 and wave files. If you are sending a large file, you may want to use www.yousendit.com.

We suggest using a Bridgeline service such as www.freeconferencepro.com that offers a recording feature.

If you do not have a client recording, we suggest asking your upline to roleplay being a client for you and then just coach them as you normally would any client.

What are you looking for in the recorded client session?

We want to get a feel for your coaching style. How do you connect with clients? What is your coach approach like? How do you utilize universal coaching skills such as active listening and powerful questions?

How long is the Certified Coach Training?

There are 4 sessions for each training class lasting an hour and 45 minutes each. Sessions are held once a week on the same day by phone. All sessions are recorded and available for download.

When is Certified Coach Training held?

New training classes are held monthly. Most classes are during the day. Occasionally an evening class is offered. Check your Rep newsletter for the next training dates and times.

What can I expect in the Certified Coach Training?

We do not train people how to coach. We expect people to come to us already know and demonstrating universal coaching skills. We focus on immersing you in our unique coaching



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methodology, the Compass Action System which is based on the principles of Abundance Intelligence®. You will also learn our group coaching methodology. You will observe a demo of your first group

coaching call and then have the opportunity to record your own demo, which you will receive personalized feedback on.

Our coach training is designed to help you develop confidence and competence in the following areas:

- Compass Action System
- The blended Skillset: Compass group coaching methodology
- Universal Facilitation Guides
- 8 Core Competencies of a Compass Coach
- 4 Characteristics of a Successful Group Environment
- Launching your groups
- Troubleshooting
- Client management and follow up
- Maximizing the PDN

When can I start my coaching group?

Once you have successfully completed your coach training and have received word that you passed your demo, you will be able to launch your groups at the beginning of the next month. You will receive your customized demo feedback through email. Once you are approved, we will change you from a coach candidate to a Compass coach in our system and your coach profile will go live.

How will I lead my groups?

Compass coaches are not experts on any one area or MAP™ track when they are leading their groups. They are experts of the Compass Action System and our group coaching process. What this means is that you will not be focusing on specific content, you will be focusing on utilizing the four steps of the Compass Action System to move your clients through change and to reach the goals they want.

Each month, you will also utilize a Universal Facilitator guide which outlines from A to Z everything you need to run your groups. Each guide features content centered around a universal coaching skill. Past examples include utilizing S.M.A.R.T. goals to be successful, utilizing gratitude to increase your happiness, the imposter syndrome and many, many others. The guides are not scripts. We encourage



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you to bring your own personality and style to your groups. We do all the work for you so that you can show up and coach and this provides us with a uniform quality standard for all our groups.

As a coach, you get to decide each month which guide you will utilize. We produce a new guide monthly and you have access to all of the previous guides in the archive.

How many clients will I have in my Compass groups?

It is your responsibility to fill your Compass groups, that is why all coaches are Representatives first and receive their business training. You may likely receive clients through the Compass website. This is why keeping your coach profile current and detailed is so important.

Is there a minimum or maximum size for my Compass groups?

As a Compass Coach, you have great flexibility in structuring your groups. Most coaches have several groups. Many prefer smaller sizes – around 10 clients or so. Compass recommends groups be kept in the 10 – 25 person range. Keep in mind, even if you only have one Compass client, that client is entitled to receive coaching from you.

What are the differences between coaching and other professions?

Coaches are partners with their clients. They create the environment for clients to discover their own answers through the use of powerful questions. They do not diagnose or fix clients problems. They do not do the work for the client.

Therapists diagnose a client's problems and design a treatment plan to fix the issue.

Consultants conduct a needs assessment and then create a strategic plan to solve the client's problem.

Trainers share information and teach around a given topic, but do not provide the accountability, reinforcement and ongoing support that coaches do.