



## Navigating the Coaching Spectrum Framework™

In healthcare, coaching spans a spectrum of approaches tailored to different needs. These approaches, rooted in the Dive Into a Coach Approach® (DICA) model and framework, bridge the gap between non-directive and directive coaching, helping practitioners adapt coaching to different healthcare settings. The DICA model provides a structured way to integrate coaching techniques within healthcare conversations, while the DICA framework outlines specific steps to guide coaching interactions effectively. Let's explore four distinct coaching styles within this spectrum: 1) In the Moment Coaching, 2) Laser-Focused Coaching, 3) Blended Therapy-Coaching, and 4) Extended Coaching.

### **1) In the Moment Coaching: (Informal Coaching – Short & Responsive)**

Situated on the left side of the spectrum, In the Moment Coaching is quick, responsive, and embedded within clinical conversations. Clients may not even realize coaching techniques are being used. This approach tends to be more directive as it integrates coaching into real-time interactions.

#### **Key Features:**

- ✓ Fast & integrated – coaching techniques applied on the spot.
- ✓ Techniques used: Observer & Amateur Mindsets, Make an observation, Share experience & expertise.
- ✓ Draws from selective steps of the Dive Into a Coach Approach® framework, often focusing on Explore and Sum Up in a time-efficient manner.

✦ Example: A clinician briefly asks a client powerful questions in a quick check-in, prompting insight and next steps without a formal session.

### **2) Laser-Focused Coaching: (A Bridge Between Informal & Formal Coaching – Targeted & Efficient)**

Sitting in the middle of the spectrum, Laser-Focused Coaching is structured but brief (10-15 minutes). Unlike In the Moment Coaching, this approach explicitly acknowledges coaching but keeps it time-efficient. It is best used when time is limited but coaching is needed.

#### **Key Features:**

- ✓ Short, structured, and to the point.
- ✓ Techniques used: Set a contract, initiated by the clinician, to establish focus and direction.
- ✓ Dives deeper than In the Moment Coaching, remains brief and focused.

✦ Example: A healthcare provider has 15 minutes with a client. They set a quick contract, explore perceptions with powerful questions, and co-create a brief action plan before ending the session.



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### 3) Blended Therapy Coaching: (Therapy Integrated with a Coach Approach)

This approach acknowledges that in healthcare, coaching is often woven into therapeutic work rather than standing alone. Practitioners use coaching techniques to clarify the focus of each session prior to providing intervention. Coaching is then integrated into the Explore and Sum up steps, ensuring reflection, insights, and learning.

#### Key Features:

- ✓ Starts with 'Set a contract' to clarify focus.
- ✓ Coaching surfaces once at the start, then transitions into therapeutic interventions (e.g., skill-building, guided exercises, prioritization strategies).
- ✓ Transitions back to Explore and Sum Up steps of DICA to reinforce learning and application.

✦ Example: A client struggles with prioritizing their daily tasks. The therapist sets a contract to clarify the focus, introduces a strategy for time management, and supports the client in applying it. The session concludes with an exploration of insights gained and next steps.

### 4) Extended Coaching: (Formal Coaching – Structured & Scheduled Sessions)

On the right side of the spectrum, Extended Coaching is the most formal approach. Sessions are typically 30-60 minutes and occur regularly over multiple sessions (e.g., 6-8 weeks). Coaching here is less directive and allows for deeper exploration.

#### Key Features:

- ✓ Structured, scheduled, and extended over multiple sessions.
- ✓ Techniques used: Set a contract (long-term and session-based agreements), and completion of all four steps of the Dive Into a Coach Approach® framework and all four mindset principles used.
- ✓ Extended time allows for deeper exploration of the DIVE step, fostering meaningful shifts.

✦ Example: A therapist and client commit to 6 coaching sessions to work through career burnout. Sessions are structured but adaptable based on the client's evolving goals.

By understanding these four coaching approaches, healthcare practitioners can adapt their coaching style based on the situation, client needs, and available time. The addition of the Blended Therapy-Coaching Approach acknowledges the reality that many healthcare professionals integrate therapy and coaching, creating a powerful model for client-centered care.