

Life coaching and HR

Life coaching is a practice that helps people to control their stress, enabling them to deal with their problems calmly dividing them into different steps. Like this the problem will become more approachable and easy to solve. Life coaching is counseling that helps people find their own way by helping them unfold their thoughts, and enable them to deal with personal and interpersonal conflicts by the help of a third party therapist. It helps the client set his own goals and targets and helps him become more focused in accomplishing those targets consciously by understanding the importance of accomplishing them to reach his utmost goal.

A client can be helped by life coaching in dissolving any confusion in his mind and in putting his thoughts in order, choosing freely the way that he would like to solve this situation, so that the solution will be permanent. The life coaching practice is not to a practice to produce any direct solutions to the client but only to help him find the solution himself in order for him to be able to move forward and get over the bad situation that is torturing him, and in essence help him implement his own solution to the problem and help him to analyze this solution so that he can determine if the solution he chose is good or bad, in order to proceed with it or strike it off and move to the search of another solution.

Life coaching is a practice that helps the client to concentrate on constructive behaviors. There are a variety of techniques that can be used including verbal communication. This technique will help the client reach specific goals. Another technique is assignments, depending on the problem that the client has, that will enable the client and the life coach start a good relationship. One of these assignments is for the life coach to ask the client to list his strengths. This will make him feel good.

Life coaching is not therapy because it focuses mostly in the present and the future whereas therapy is focused in the past of the client to find the root of the problem from their past. Life coaching is concerned about what the client is thinking to do from now on, but asks as well for an account of the past, though not focusing to it. Life Coaching is not prescriptive, and not appropriate for treating serious medical conditions, and the life coach is not eligible to prescribe medication. It is not suitable to treat any kind of addiction because it is dealing with the present and the future of healthy clients and help them get on with their lives.

The purpose of life coaching is to unlock the clients' thoughts and put them in order so that the client will become able to determine the reality and find ways to solve the situation that they are in. By unlocking the thoughts, the clients will be able to see their problem clearer and they will determine how to solve the situation that they are in. The life coaching practice is there to give the client new knowledge but with old experiences. With (T) GROW model, the life coaching practice helps the client define the Topic and the Goal helping the client see the Reality now that the topic is clear in his mind and see the Options that he has creating confidence and Will to move on because now he has everything clear in his mind and wants to move on abiding by his goal that he already set.

Within life coaching session there must be good rapport between the life coach and the client, giving him comfort to speak about his problems. The life coach will be able to help the client turn the problem into solution. To build a good rapport the life coach

has to be an excellent listener to the problem and to show interest by giving the client the courage to and good wishes, including a discrete humor, a factor of creation of a good atmosphere, something that plays a very important role to the unfolding of the clients' problem. Also eye contact plays an important role in building a good rapport.

Life coaching has taught me that the comfort zone is not always the most ideal way of being in life because it can bring negative outcomes in life and therefore it is better if we get out of this so called comfort zone to one that feels more positive and more like a true comfort zone. Life coaching which helps the client to see reality will help him determine the new and positive comfort zone.

Life coaching has taught me that people can get rid of negative thoughts that reduce self confidence, by these techniques that life coaches have to help them to determine what and how they want to be, elevating their self confidence and helping them define a solution for the problems and the negative situations that they want to abandon or rectify and move on.

Life Coaching is very beneficial as it is a practice that gives the clients' positive perspective, hope, and motivates them to see the problems in a more focused way. It helps people be well using the I-CAN-DO model which is no more than the ability to Investigate with the help of a life coach evaluate what the Current situation is, define their Aims in life, and think about a Number of options that they can use to reach those aims, be able to set Deadlines to reach those aims, and appraise the Outcome, which for me as well is wellbeing as we humans are afraid of the unknown and fear makes us stressed. On the other hand, Life coaching has taught me that FEAR is only False Expectations that are Appearing Real and makes people stressed. It means that fear is not always real and people should not always be afraid but should try to see the problem clearly.

I intend to incorporate life coaching into my existing practice, which is the application of best practices in Human Resources Management to increase performance, because it will enable me to talk with a better tone of voice to corporate clients with regards to their problem concerning their human capital. It will also be very beneficial when I run a training program and I will need relevant skills for transmitting knowledge. Life coaching will also be beneficial to be able to be a good listener and be focused to listen to the problems of the companies attentively being able to clearly explain to clients as well as being able to split the big problem into smaller problems with short term goals, and help them decide what is best for their human capital in the companies that they own, taking my notes as a professional offering the best possible combination for the permanent solution of the problem. It will also be beneficial for me when I discuss with potential clients, giving me the ability to negotiate in a more relaxed way as I am going to be able to control stress like a professional life coach and therefore, I will be able to see things in a better way and therefore, the negotiation will be successful.

I will be more able to understand the way people learn and communicate, and decide which words I can use (words like hear, feel, sense) which fit better to the people that are in the team that I train. Life coaching is a very good way of learning how to

develop the voice to make it low and decisive, which will inspire trust and security, which is very beneficial for me as a human capital professional.

Life coaching will be very beneficial for recruiting purposes as well, when I conduct interviews to find the right people to work for a client. It will enable me to have the right posture, the right body language and use the word package that the interviewee understands better if I have in front of me a visual, audio or sentimental person, in order to inspire trust and comfort, so that the interviewee will answer to me open questions that need a lot of talking. Life coaching will give me ability to communicate and understand better the person who is in front of me and therefore, have a better picture of this person and decide easier whether this person is what my client wants in order to short list it.

Life coaching is very beneficial to my profession as it will also give me the skills to help people decide what they are going to do, to get out of difficult situations personal or corporate, that they think that they cannot face, to control their stress and set small goals, turning the bad situation into solution that can be accomplished in small goals, something that is going to be more professional than any other person in my profession in my country.