



## CHAPTER 2

# ARE YOU READY TO BECOME A LIFE COACH?

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PATHWAY TO LIFE COACHING PROGRAM



# FOREWORD

The second chapter starts by discussing the skills and qualities that you need to be a great life coach. After that, we will look at how to develop a coaching mindset and the value of a gap analysis.

Remember, every coach is unique in his or her way, but there are universally accepted strengths that good coaches share. Good coaches work hard to develop those qualities because they owe it to themselves and their clients; you should make the same idea a personal aspiration.

# THE SKILLS & QUALITIES OF A LIFE COACH

So, let's start by looking a little deeper at the skills and qualities that make a great life coach.

## Character Strengths

The first set of qualities is well-described by the [VIA Institute](#) that put together a list of 24 different character strengths that people utilize to be happy and fulfilled in their daily lives, even when times are tough. The strengths are divided into six groups, namely **Wisdom, Courage, Humanity, Justice, Temperance, and Transcendence.**

Don't worry if you start to feel a little overwhelmed and wonder if you'll ever possess what it takes to be a great life coach. Each character strength is introduced and briefly described below, with an indication of how it benefits coaching.

Later in the chapter, you will be asked to complete a survey that will show your strengths. Furthermore, if you choose to enroll in the [Jay Shetty Certification Program](#) after completing the pathway program, we show you how to identify the skills most relevant to your goals, vision, and values and develop those that you need to create positive change through practice.

So, let's briefly look at each character strength!

# #1 WISDOM

- 1 **Creativity** – you can think out-of-the-box and uniquely conceptualize something useful. For instance, if an approach with a client is not working, a coach may want to come up with a creative solution.
- 2 **Curiosity** – you look for new situations where you can gain new knowledge and experience. For a coach, genuine interest (curiosity) is the lifeblood of continuous learning and inspiration to understand and help a client.
- 3 **Judgment** – you weigh all aspects objectively when making a decision, even when they clash with your personal feelings and opinions. A coach should always view a client without prejudice to do what is best for them and not you.
- 4 **Love of learning** – you are aspiring to acquire new knowledge, deepen existing insights, and develop and improve skills. Coaching is a process based on scientific evidence that is evolving all the time. Coaches have a professional responsibility to improve their expertise continuously.
- 5 **Perspective** – you advise others by considering different angles in the context of your knowledge and experience. Having a broad perspective helps a coach to clarify the big picture for clients.

## #2 COURAGE

- 1 **Bravery** – you face your doubts and fears and act according to your values and convictions, even when facing challenges and difficulties. Dealing with people has ups and downs, and so does coaching, with obstacles and surprises often scattered along the way.
- 2 **Honesty** – you understand yourself, present yourself accurately to others, and take responsibility for your actions. For a coach, honesty is a vital component of ethical practice and self-knowledge is the foundation of guiding others.
- 3 **Perseverance** – you persist in striving to achieve your goals, despite setbacks, obstacles, and disappointments. A coach does not give up easily on their clients.
- 4 **Zest** – you have vitality and energy for life. A good coach projects their enthusiasm and passion onto their clients.

## #3 HUMANITY

- 1 **Kindness** – you have empathy for others and give without expecting something in return. Being able to put yourself in your clients' shoes and take their perspective is a vital strength of a life coach.
- 2 **Love** – you can maintain close relationships by showing warmth and caring. A warm and kind approach builds trust and motivates clients.
- 3 **Social intelligence** – you understand your feelings and thoughts and those of others. Recognizing and appreciating the inner experiences of yourself and the client is another critical skill in coaching.

## #4 JUSTICE

- 1 **Fairness** – you treat everyone equally fair and just, with the same opportunities and rules. A good coach takes active measures to prevent prejudice and bias.
- 2 **Leadership** – you take charge and guide people to meaningful goals by cultivating good relationships. Whether you coach groups or individuals, effective coaching requires guidance and motivating others to cooperate.
- 3 **Teamwork** – you contribute to achieving goals shared with others. Coaches enable their back-office team to provide the best support.

## #5 TEMPERANCE

- 1 **Forgiveness** – you forgive people who have wronged or upset you. Clients sometimes make their coach upset; forgive them and move on to focus on solutions.
- 2 **Humility** – you recognize your strengths and skills but remain humble. Coaches do not seek attention or recognition; helping clients is a sufficient reward.
- 3 **Prudence** – you are careful and cautious and avoid taking unnecessary risks. Coaches are not reckless with their clients' lives and use all the available information to plan further.
- 4 **Self-regulation** – you moderate your feelings and actions, so it doesn't impose on your relationships with your clients and others.

## #6 TRANSCENDENCE

- 1 **Appreciation of beauty and excellence** – you recognize and value the beauty of things and the skills and efforts of others. Coaching is about building up the strengths of clients.
- 2 **Gratitude** – you are grateful for everything you have and express thankfulness to others. In coaching, demonstrating gratitude is a building block of recognition and cooperation.
- 3 **Hope** – you are optimistic and believe that your efforts will create a positive impact. Hope is an integral part of coaching upon which to build and apply your expertise.
- 4 **Humor** – you have a playful approach and are able to lighten the mood under challenging situations. Coaching can be severe and stressful at times, which requires a counterbalance of humor.
- 5 **Spirituality** – you have a sense of purpose and meaning in your life. Appreciating your place in the world and finding meaning in everyday life are valuable qualities to convey to clients.

While 24 different character strengths may seem like a lot to take in and pursue, the trick is to identify those qualities that most support your goals and values to develop further.



*Coaching is a process based on scientific evidence that is evolving all the time. Coaches have a professional responsibility to improve their expertise continuously.*

# DEVELOPING A COACHING MINDSET

Many of the skills required to develop a coaching mindset are already implicit in the character strengths mentioned. However, it is useful to pinpoint five skills from a behavioral angle that are critical to guide and stimulate clients to change.

## 1 LISTENER



With practice, you may learn to listen in such a way that it provides clarity and motivates the client at the same time. The coach pieces together the puzzle of what the client is saying (or not saying), and the more profound meaning underlying it all to discover his or her goals and dreams, as well as the roadblocks and fears that interfere with success, and the strengths and resources available to support progress.

## 2 ETHICAL



Being ethical means that the life coach does not influence the goals and intentions of the client to suit any personal benefit

or preference, including pride and prejudice. The services of the life coach must align with his or her limits of expertise, values, and comfort. The coach must avoid any bias regarding the client's attributes or beliefs, including personal or cultural identity aspects that may interfere with providing external professional service.



### 3 **EMPATHETIC**

To have empathy means to put yourself in that person's shoes. To feel the experience that they have rather than sorrow or pity on the surface. You want to understand where they are coming from. Why they are feeling the way they do. More importantly, you genuinely want to help and improve their situation. A good life coach employs empathy to understand clients. And build an emotional rapport to enable them to understand their situation and reaction better. As a result, clients become empowered to guide themselves and find their own solutions.



### 4 **MOTIVATING**

Being motivated is the single strongest predictor of success. A client who lacks motivation will not try hard to change. A good life coach is skilled to support the knowledge that

they share with various motivational techniques. They align a client's goals with the development of strengths and skills. They celebrate progress. Demonstrate a belief in the enormous potential of the client. Build their self-confidence. Reinforce the reasons for change and benefits of positive change. These and other motivational techniques are incredibly successful in stimulating success.



## 5 **INSPIRATIONAL**

Life coaches convert their inner inspiration to make a difference to motivate clients to draw on their inspiration. Different from the motivation that is often reason-based, inspiration is feeling-based. By helping clients to imagine or recreate the feeling that someone experienced in the same situation by doing something that brought success, they get inspired to do the same.

# THE IMPORTANCE OF A GAP ANALYSIS

Now that you know the character strengths and skills required to be a great coach and develop a coaching mindset, maybe you feel worried or unsure if you're up to the task.

**Take it from the best coaches; apprehension is a good thing!**

It means that you recognize you have space to grow to become an effective coach.

The trick lies in identifying the areas that need work to prepare you for a successful coaching career.

This process is called a gap analysis. Even the most experienced coaches do this once in a while. We assess our knowledge and skills in the context of what we want to achieve. What our values and goals are. In other words, we start drawing a roadmap of how to get where we want to go.

There are many methods to do a gap analysis. For many, one of the most effective techniques is to assess your character strengths using the [VIA Character Strength survey](#). Your 24 strengths are ranked from high to low, which you then use to identify lowly ranked (or underused) strengths that you need to support your goals and vision.

Note that a low-placed strength is not always inadequate. It depends on where the quality fits into your personality, values, and achieving your positive outcome.

To develop character strengths that are important to you is usually simple and straightforward if you are conscientious about it. We show you how in the full [Jay Shetty Certification Program](#). In the meantime, you may want to look at the optional reading suggested in this chapter.

## NOTEPAD

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Notes on **Chapter 2: Are You Ready to Become a Life Coach?**

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## REFLECTION POND

## EXERCISE 1

# Your Reflection of Skills & Qualities

For this week's reflection, first, take the [VIA Character Strength Survey](#). The VIA survey only takes 20-30 minutes to complete and has been used by millions of people to date to discover the strengths that they can utilize as a foundation to grow.

The VIA survey is incredibly useful as participants have found that such knowledge improved their **relationships**, enhanced their overall **wellbeing**, built their **resilience** to face difficult times, and strengthen their ability to overcome **challenges**.

According to VIA Institute, only one-third of people are aware of their strengths before using assessment tools. Imagine the potential than you can unlock by knowing your strengths!

So, for now, complete the survey and save the results for your reference.

Have a look at your ranking of character strengths. Do you see any surprises? Are there any lower-ranked strengths that you may need to achieve your goals? These are the ones you will focus on in your personal development journey.

## EXERCISE TRACK

## EXERCISE 2

# Skills & Qualities Gap Assessment

Now that you have completed the [VIA Character Strength Survey](#) and looked at the results, you have probably already identified one or two lower-ranked strengths that you believe may be useful to achieve your goals.

Here is the start of a gap assessment. Follow the instructions:

- 1 Write down two or three **goals that you want to achieve** in the next 6-12 months. Remember to make it specific, measurable, attainable, relevant, and time-bound.
- 2 Next to each of your goals, write down two or three **character strengths** that you believe are most helpful and supportive to each goal.
- 3 Review your VIA Character Strength assessment results.
- 4 Are any of your desired character strengths listed in the bottom half of the ranking?
- 5 If yes, these are the personal qualities that you want to develop and use more.

## SKILLS & QUALITIES GAP ASSESSMENT

<b>Goals</b>	<b>Character Strengths</b>	<b>Development Areas</b>
<p>Write down 2-3 goals that you want to achieve in the next 6-12 months. Remember to make it SMART (specific, measurable, attainable, relevant, and time-bound).</p>	<p>Next to each of your goals, write down 2-3 character strengths that you believe are most helpful and supportive to each goal.</p>	<p>Tick any of the character strengths that are in the bottom half of your VIA Survey results. These are the areas to develop.</p>
<p>1</p>	<p>1</p>	<p style="text-align: center;"><input type="checkbox"/></p>
	<p>2</p>	<p style="text-align: center;"><input type="checkbox"/></p>
	<p>3</p>	<p style="text-align: center;"><input type="checkbox"/></p>
<p>2</p>	<p>1</p>	<p style="text-align: center;"><input type="checkbox"/></p>
	<p>2</p>	<p style="text-align: center;"><input type="checkbox"/></p>
	<p>3</p>	<p style="text-align: center;"><input type="checkbox"/></p>
<p>3</p>	<p>1</p>	<p style="text-align: center;"><input type="checkbox"/></p>
	<p>2</p>	<p style="text-align: center;"><input type="checkbox"/></p>
	<p>3</p>	<p style="text-align: center;"><input type="checkbox"/></p>

LIBRARY

# Purpose Model & Character Strength Profile

Your suggested reading exercise for the second lesson involves discovering your purpose and meaning in life. Find a video, book, article or a blog post that you feel may help you gain more clarity about your purpose.

So, now that you have gone through the second chapter in the Pathway to Life Coaching Program, in the third chapter it is time to look at different coaching applications and niches and briefly review the three basic coaching styles.

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**Pathway Program External References:**

Sinek, S. (2009). *Start with why: How great leaders inspire everyone to take action*. New York: Penguin Group.

VIA Institute. (2020). *Take the VIA survey*. Retrieved from [www.viacharacter.org/survey/pro/RSH3C5/account/register](http://www.viacharacter.org/survey/pro/RSH3C5/account/register)

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