

Reciprocal Responsibility



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Together we convert our knowledge into your growth

The graph shows that while your coach will come to your sessions equipped with valuable knowledge, the amazing life force of the LIONS program is brought by *you*. Like a plant that photosynthesises sunlight, you will process the knowledge and self-reflection invited by the program and convert it into empowerment, growth, and connectedness. It is you who will work to evolve into the kind of steady leader that can guide others through unstable times.

Thus, while your coach commits to coming to all of your sessions fully present and prepared, their commitment represents only one half of the equation in the coaching relationship. The other half of the equation involves you arriving at each session physically, mentally, and emotionally prepared to engage in the inner and outer work of the program. The LIONS journey requires practice, commitment, accountability, and open communication from both the coach and the client. Without this reciprocal responsibility, true transformation cannot occur.

LIONS Program Client–Coach Protocol

The goal of the LIONS program is to bridge the gap between your desires and your practices by using conversations, shared knowledge, and thoughtful exercises to enhance your well-being.

The LIONS program combines a diverse set of positive interventions that promote well-being by fostering healthy self-regulation. Instead of primarily focusing on the question: “What is my client’s problem and how can this problem be solved?”, we ask the question: “What does a valuable life look like in the eyes of my client, and how can this be achieved?”

Although these questions may seem similar at first glance, they are not. Repairing weakness is not the same as building strength. Preventing oneself from moving in an undesired direction is not the same as moving closer to a desired direction.

The focus of our work is not on what is wrong and on repairing what is negative, but first and foremost on what is right and creating what is best.

We bring three core points of focus to every session: awareness, behavioural change, and coping skills.

Awareness

Awareness is the most important prerequisite for change. Change is impossible if we are not aware of the fact that we can or need to change. Thus, the first phase of our work involves enhancing awareness of your desired outcome. In designing a positive outcome, both the client and the coach set out to design a strategy and envision a goal. In doing so, we are not just removing a problem; we are creating something that was not there before.

This first phase involves answering the question: “What does my valuable life look like?” After this Journey of Discovery in Stage 1, our next step is to investigate the discrepancy between this valuable life and the current life that you are living. In other words, you will become aware of the extent to which you are living in accordance with your values.

Your coach will also help you increase your awareness of the personal qualities that help you optimally self-regulate. You will become aware of personal resources in terms of the strengths you can use to reach your desired goal. At the same time, you will devote attention to the possible factors that prevent you from living a value-based life. These factors can be internal (e.g., rumination or ineffectively regulating emotions) or external (e.g., an unsupportive environment or tight deadlines). Awareness of these factors is an important step, because they may be preventing you from reaching your desired outcome.

During the process of change, when you have already started making behavioural or cognitive changes, awareness remains a core ingredient of our process. For instance, we will foster awareness positive emotions such as joy, energy, or gratitude, which indicate a positive change in our lives. We also raise awareness of negative emotional tendencies, such as a focus on “what still needs to be done.” Although it is a good practice to envision the future and set goals, too much focus on goals can increase frustration and block you from gaining valuable insights.

Behavioural change

Once you are aware of your desired pathway of change, the next step is manifesting change. Your coach will help you move closer to your desired direction by offering advice or support. In addition, your coach will monitor your progress and discuss this progress with you. You determine whether you prefer to take small steps or pursue more radical change.

Coping skills

Changing behavioural patterns is often easier said than done. You may encounter a great variety of challenges on your way to change. Common examples include difficult emotions like frustration or fear, negative thoughts about the past or future, and negative feedback from your social environment. These challenges and others can hinder you from successfully achieving your goals. Therefore, you must develop effective coping skills to deal with these challenges and stay on track. This is why the LIONS program supports you in your journey for 12–18 months.

Important message

Depending on the nature of your personal goals, this program and its practices may require some personal interpretation and usage. Although many of the disciplines and exercises in the LIONS program have been tried, tested, and proven to enhance well-being, the results of the LIONS journey vary according to each individual’s efforts, experiences, and realities.

Before we begin our work together, please sign, scan, and return the LIONS Program Coaching Agreement and the LIONS Program Client Info & Contact Details Form.

The LIONS Program Coaching Agreement

Please read the statements below, and if you are in full agreement, sign and return the agreement to your coach. The second part of the form ("The coach agrees") will be completed and signed by your coach.

Client Agreement

Here is what I, the client, commit to bringing to our sessions:

- I will be on time for our sessions.
- I will be present and free from distraction during our sessions.
- I will be prepared for each coaching session and will complete the work and action items from past sessions.
- I will make sure my coach knows everything he/she needs to know in order to coach me.
- I will maintain high expectations for both myself and my coach.
- I give my coach permission to be direct and bold with me.
- I will take my own notes and be responsible for my own learning.
- I will provide my coach with feedback about what's working and what's not.
- I will inform my coach of scheduling conflicts more than 48 hours in advance of our session.
- If I cannot inform my coach of a scheduling conflict more than 48 hours in advance of our session, I will forfeit my coaching time and pay the associated fee for coaching.

Client's name & signature

Coach Agreement

Here is what I, the coach, commit to bringing to our sessions:

- I will be on time for our sessions.
- I will be present and free from distraction during our sessions.
- I will hold what you tell me in confidence and abide by the code of ethics of the International Coach Federation.
- I will be kind, honest, and direct.
- I will be prepared for each coaching session.
- I will follow up on action items from past sessions.
- I will validate and focus on your strengths.
- I will accept you fully and meet you where you are.
- I will support you in considering new perspectives.
- I will co-create new possibilities with you.
- I will support your learning and advance your progress.
- I will consistently focus on your highest agenda for yourself.

Coach's name & signature