

Coaching FAQ

1. What can I expect from Leadership LAB's approach to coaching?

I hope you will find a structured, supportive space to think more clearly, make intentional decisions, and move toward the outcomes that you have identified matter most to you. You can expect thoughtful questions, reflective dialogue, and practical frameworks that help you see patterns, expand possibilities, and identify action steps aligned to your goals.

Coaching is meant to help you access your own insight, wisdom, and agency.

In short, you can expect a coach to serve as an accountability partner, not someone who gives you all the answers.

2. What is the difference between coaching, consulting, and therapy?

- **Therapy** supports mental health, emotional healing, and processing *past* experiences.
Therapists are trained to diagnose and treat psychological conditions.
- **Consulting** provides analysis, recommendations, and solutions.
Consultants diagnose issues and advise on what to do.
- **Coaching** focuses on empowering the whole person, fostering self-awareness and independence rather than offering advice or fixing problems. A key tenet of the coaching belief system is that people are, "Naturally creative, resourceful, and whole," and capable of overcoming obstacles.
Coaches ask questions, offer observations, and partner with you to generate insight and momentum.

Coaching can complement consulting or therapy, but it does not replace either.

3. When should I seek coaching services?

People often seek coaching when they're navigating transition, stepping into greater responsibility, feeling stuck, or wanting to lead with more clarity, confidence, and intention. Coaching is especially helpful when you're ready to grow, experiment, or shift current ways of working and thinking, and you want a thought partner who brings structure, curiosity, and accountability.

4. How long is a typical coaching engagement?

There is no magic number, although there are suggested engagement structures based on your goals (i.e., 3-6 months, 6-9 months, bi-weekly, etc.). During a discovery call, we can determine a timeframe that works for you to allow adequate space for reflection, experimentation, and meaningful change.

5. How much does coaching cost?

Pricing varies based on the length of engagement, session frequency, and whether coaching is individual, team-based, or part of a broader organizational partnership. During a discovery call, we'll explore your goals and determine the structure that best fits your needs and budget.

Check you employer's professional development policies and availability of funds to help offset the cost of coaching services.