

Reflexion Coaching Model ©

Below is a brief description of the Reflexion Coaching Model. The coach does not necessarily move between these stages in turn and some stages may be more significant for the client than others, however all are significant and play a vital role in ensuring the client achieves what he/she wants from the coaching relationship.

Stage	Title	Brief description	Theme
Stage One	Relationship	The relationship is at the centre of all good coaching relationship and time is spent building rapport between coach and client.	Contracting
Stage Two	Environment	Where and Why the coaching is taking place has a huge impact on the success of the coaching relationship.	
Stage Three	Focus	Coaching is more than a conversation between two people, it provides sharp focus on the issue or opportunity that is brought. The coach must guide and be responsible for that focus.	Exploring the clients reality
Stage Four	Languish	The idea is to understand the issue or opportunity in sensuous detail from multiple perspectives, rather than rushing to action.	
Stage Five	Emotion	Connecting the heart to the thoughts in the head provides additional and often surprising insights.	Dynamism and skilfulness of the coach
Stage Six	Xpression	A space to supportively challenge and say what has not been said. This could be feedback from the coach to client, or the client finding their voice.	
Stage Seven	Intuition	Tapping into gut feelings and instincts.	
Stage Eight	Organism	A recognition of the system and constraints that the client is working within and a consideration of the impact of any future action they may be considering .	Systemic thinking
Stage Nine	Now	Action orientation e.g. what the client can do now to move towards their goal.	Action Planning

We offer training to internal or independent coaches on this model.