

The chart below compares three disciplines, bringing clarity on the emphasis of Leadership Coaching

	COACHING	COUNSELING	CONSULTING
Where expertise resides	Person being coached	Counselor	Consultant
Assumptions about the client	Client is healthy and ready to move forward	Client is a sick	Client needs help
Reason for Listening ...	For coach to learn	To understand WHY	To solve
Purpose of questions	To promote discovery	To diagnose	Data and information
Past, Present, Future Orientation	Present, into future	More past than present	Past, Present, Future
Results	Action	Understanding and Healing	Solutions