



In Over Your Head: When and how to refer your client to therapy

What the ICF says:

Therapy: Therapy deals with healing pain, dysfunction and conflict within an individual or in relationships. The focus is often on resolving difficulties arising from the past that hamper an individual's emotional functioning in the present, improving overall psychological functioning, and dealing with the present in more emotionally healthy ways.

Coaching: Professional coaching focuses on setting goals, creating outcomes and managing personal change. Coaching supports personal and professional growth based on self-initiated change in pursuit of specific actionable outcomes. These outcomes are linked to personal or professional success. Coaching is future focused. While positive feelings/emotions may be a natural outcome of coaching, the primary focus is on creating actionable strategies for achieving specific goals in one's work or personal life. The emphasis in a coaching relationship is on action, accountability and follow through.

What could get in your way of referring a client to therapy?

1. Fear of losing a coaching client
2. Fear of losing my reputation as an effective coach
3. Fear of over-stepping “coaching” boundaries by talking about therapy
4. Fear of insulting or angering the client
5. Fear that the client won't go to therapy and won't have coaching as a support system either
6. Other:



LANGUAGE TO REFER A CLIENT TO THERAPY

Nonviolent Communication Model	Language
Observation: When I notice that...	...you avoid talking about... ...there seems to be upset about... ...anger consistently comes up about
Feelings: I feel very concerned...	...troubled ...unclear/unsure ...conflicted
Needs: I'd really like to help you over-come _____, that is keeping you stuck, and it's out of my scope of practice.	...the addiction ...the anger and resentment ...the hurt and shame ...the fear
Request: Would you be willing to see	...a very skilled therapist ...someone who specializes in... ...a colleague that I'm confident in