

COACHING CONTRACT

Welcome to my coaching practice. This document and attachments constitute a contract between us (the "AGREEMENT") and you should read it carefully and raise any questions and concerns that you have before you sign it.

The services to be provided by Robin Brown Walton MS, LPC are coaching or tele-coaching as designed jointly with the client. My fees for coaching sessions will be charged at the rate of \$160.00 per hour. Professional time spent outside the coaching sessions, including, but not limited to, between session phone calls or email exchanges, reviewing audio or videotapes, report writing, reading or reviewing documents, will be billed on a prorated basis rounded up to the nearest tenth of an hour (\$25.00). If I am required to attend meetings outside of the office, you will be expected to pay for all time spent in traveling to and from the location of such meetings. Fees for coaching sessions must be paid at the time services are provided unless an alternative arrangement is agreed to in writing. Collateral services must be paid for either by providing a credit card to be charged against at the time services are rendered, or by keeping a retainer on your balance sheet that can be billed against. You are required to give 24 hours notice, if you need to cancel or change the time of an appointment, otherwise you will be charged for the session in full.

Coaching and Psychotherapy

In addition to being a coach, I am also a licensed Professional Counselor in Texas. While there are some similarities between coaching and psychotherapy, they are very different activities and it is important you understand the differences between them. Psychotherapy is a health care service and can be reimbursable through health insurance policies. This is not true for coaching. Both coaching and psychotherapy utilize knowledge of human behavior, motivation and behavioral change and interactive counseling techniques. The major differences are in the goals, focus and level of professional responsibility.

The focus of coaching is development and implementation of strategies to reach client identified goals of enhanced performance and personal satisfaction. Coaching may address specific personal projects, life balance, job performance and satisfaction or general conditions in the client's life, business or profession. Coaching utilizes personal strategic planning, values clarification, brainstorming, motivational counseling and other counseling techniques.

The primary focus of psychotherapy is identification, diagnosis and treatment of mental and nervous disorders. The goals include alleviating symptoms, understanding the underlying dynamics which create symptoms, changing dysfunctional behaviors which are the result of these disorders and development new strategies for successfully coping with the psychological challenges which we all face. Most research on psychotherapy outcomes indicates that the quality of the relationship is most closely correlated with therapeutic progress. Psychotherapy patients are often emotionally vulnerable. This vulnerability is increased by the expectation that they will discuss very intimate personal data and expose feelings about themselves that are understandably sensitive about. The past life experiences of psychotherapy patients have often made trust difficult to achieve. These factors give psychotherapists greatly disproportionate power that creates a fiduciary responsibility to protect the safety of their clients and to "above all else, do no harm."

The relationship between the coach and the client is specifically designed to avoid the power differentials that occur in the psychotherapy relationship. The client sets the agenda and the success of the enterprise depends on the client's willingness to take risks and try new approaches. The relationship is designed to be more direct and challenging. You can count on your coach to be honest and straightforward, asking powerful questions and using challenging techniques to move you forward. You are expected to evaluate progress and when coaching is not working as you wish, you should immediately inform me so we can both take steps to correct the problem.

Because of these differences, the roles of coach and psychotherapist are often in potential conflict and I believe that, under most circumstances, it is ethically inappropriate for one to play both roles with a client, whether concurrently or sequentially. Positive change is difficult enough without

having to worry about role confusion. This means that if either of us recognizes that you have a problem that would benefit from psychotherapeutic intervention, I will refer you to appropriate resources. In some situation, I may insist that you initiate psychotherapy and that I have access to your psychotherapist as a condition of my continuing as your coach.

It is also important to understand that coaching is a professional relationship. While it may often feel like a close personal relationship, it is not one that can extend beyond professional boundaries both during and after our work together. Considerable experience shows that when boundaries blur, the hard won benefits gained from the coaching relationship are endangered.

Confidentiality

As a LPC, I am ethically and legally bound to protect the confidentiality of our communications. I will only release information about our work to others with your written permission, if I am subpoenaed, and/or ordered to do so by the Court. There are some situations in which I am legally obligated to breach confidentiality in order to protect others from harm. If I have information that indicates that a child, elderly or disabled person are being abused, I must report that to the appropriate state agency. If a client is an imminent risk to him/herself or makes threats of imminent violence against another, I am required to take protective actions. These situations are quite rare in coaching practices, however, if such a situation occurs in our relationship, I will make every effort to discuss it with you before taking any action.

As you are no doubt aware, it is impossible to protect the confidentiality of information, which is transmitted electronically. This is particularly true of email and information stored on computers that are connected to the Internet does not utilize encryption and other forms of security protection.

Some sessions may be conducted in a group format. By signing this AGREEMENT, you commit yourself to maintaining the confidentiality of all of the information communicated to you by other coaching clients and by your coach. We understand that progress is often enhanced when clients

are allowed to discuss their coaching relationship with trusted colleagues and friends. You can have these discussions by being careful not to share any information, which would allow others in the group to be identified. You are expected to be very careful in such conversations. One way to decide how and what to discuss is to think about how you would feel if someone else in the group was discussing you.

AGREED TO BY:

Name

Date