

2018 International Coach Week Happy Hour Celebration
Discussion of Pro Bono Best Practices

1. Why do you do Pro Bono Coaching; e.g. what is your criteria for deciding to work with some one or organization?

- ✚ I want to 'give back' to help other people in gratitude for the talent and skills I have been given and what I have achieved
- ✚ I help people who need it and want it but can't afford it
- ✚ It must be a cause or issue that I am passionate about and/or believe in
- ✚ I do it to help promote and raise awareness of the profession of coaching for those who aren't familiar with it
- ✚ A bonus is it provides an opportunity to practice a new skill or build my network

2. Do you do it totally Pro Bono?

- ✚ It depends on the size and funds available, but even a coffee or lunch would provide 'skin in the game' for more than once-off coaching.
- ✚ If it is a national or very large nonprofit, I will give a 25% reduction in my normal pricing.
- ✚ A friend of a friend charges \$100/hr which is multiple times less than normal pricing but this is for large nonprofits with very experienced executive directors.

3. How does your Pro Bono engagement differ from normal engagements?

- ✚ Other than pricing, it doesn't.

4. Would you coach friends and family Pro Bono?

- ✚ Coaching requires suspending judgment, which is hard to do in those situations. But if I can I would.
- ✚ I may use some of my coach techniques in having a discussion with a friend or family member but feel is not ethical to have a true coach engagement. Coach training has helped me to listen better and ask more powerful questions....as well as have more patience!