



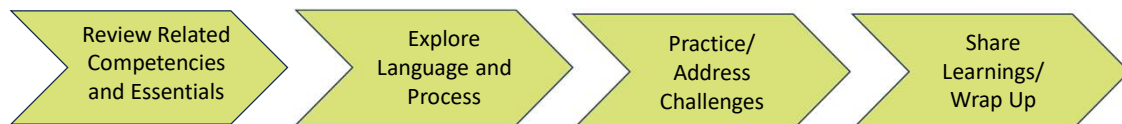
Building Powerful ADHD Coaching Sessions Through Clear Agreements

For CHADD 2024
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ICF Competency 3: Establishes & Maintains Agreements

- 6. Partners with the client to identify or reconfirm what they want to accomplish in the session.
- 7. Partners with the client to define what the client believes they need to address or resolve to achieve what they want to accomplish in the session.
- 8. Partners with the client to define or reconfirm measures of success for what the client wants to accomplish in the coaching engagement or individual session.
- 9. Partners with the client to manage the time and focus of the session.




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ICF Markers: Establishes & Maintains Agreements

- 3.1: Coach partners with the client to identify or reconfirm what the client wants to accomplish in this session.
- 3.2: Coach partners with the client to define or reconfirm measure(s) of success for what the client wants to accomplish in this session.
- 3.3: Coach inquires about or explores what is important or meaningful to the client about what they want to accomplish in this session.
- 3.4: Coach partners with the client to define what the client believes they need to address to achieve what they want to accomplish in this session.



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PAAC Essentials

Safety: With a deep understanding of the highly sensitive nature of most individuals with ADHD, the coach created an environment of acceptance and trust where the client could be open, honest, and free from fear and judgment.


Collaboration: Taking into account the client's awareness of self and his/her ADHD, the coach flexibly supported the natural flow of the coaching conversation. The client benefited from the coach's active collaboration.

Wonder: With a keen awareness of the importance of interest and novelty to the ADHD brain, the coach used questions, challenges, and collaborative brainstorming to help the client successfully explore current concerns and opportunities while looking to areas of personal growth and development.


ADHD Lens: With a deep understanding of ADHD traits, behaviors, patterns, challenges, and current neuroscience, the coach proactively partnered with the client to discover the unique workings of her/his brain and how he/she can best employ that understanding. The client became clearer about what it takes to succeed in his/her unique way.

Action: With a recognition of executive function challenges prevalent in the ADHD brain, the coach supported the client in the process of planning and taking actions that resulted in learning, accomplishment, and empowerment.

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- 1 To get your desired outcome, you might ask:
 - What topic or area of your life would you like to be different at the end of our session today?
 - What would be of most value for you to walk away with from our meeting today?
 - What outcome would you like to have when our meeting is complete today?
- 2 To really explore and dig under the surface a bit, you might ask:
 - Why is this important to you?
 - How might your life change if you have . . . ?
 - What will it bring you to . . . ?
 - What is in the way of you . . . ?



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If the outcome isn't inherently measurable, you might ask:

- On a scale of 1 to 10, how will we know . . .
- How {confident} are you now, and how {confident} do you want to be by the end?
- How do you want to measure our progress?
- If you {got more clarity}, what would you have as a result?

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Then you look to your client partner for where to begin the exploration:

- What have you already thought about or started?
- Where would you like us to start?
- How would you like us to work toward our goal today?
- What do you think we should explore first?



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Let's Practice

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Common Challenges

- Verbal processor/Long story
- No topic
- Too many topics/Can't decide
- Just wants to process
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What Have We Learned Today

- The agreement is critical to the success of a coaching session
- It's our job to get a clear, specific agreement and move toward it
- Without clear agreements, sessions meander with no clear goal or purpose. Clients may enjoy the conversations, but there is little progress over time.



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Your Takeaways

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Thank you!

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