

Глоссарий терминов коучинга и образовательных курсов

<http://glossary-of-terms.ru/?do=g&v=578>

Русский	Английский
активный допрос	active questioning A technique used by coaches and mentors to stimulate critical thinking and deep reflection about situations, actions, and goals.
бизнес-консультант	business advisor A business advisor is a consultant who provides business owners with information that will help them run their businesses more effectively. business advisors have business experience that they apply to helping their clients solve their business problems. they often help business owners expand and grow their businesses.
бизнес-коучинг	business coaching 1. A specialized form of coaching that supports business owners in overcoming challenges and achieving their business goals. 2. Starting by assessing where a business is placed in the market, this process places emphasis on: understanding how best to facilitate customer and employee satisfaction, raise potential for business growth, and maximize and accelerate development.
вэнс цезарь	vance caesar Vance caesar, ph.d. is a premier leadership coach and mentor. vance focuses on helping leaders create success for themselves and their organizations. his extensive background includes being a successful senior executive, entrepreneur, board member, professor, team builder, author, publisher, mentor coach, and leadership coach.
групповой / командный коучинг Коучинг для групп / команд, объединённых общей жизненной и/или профессиональной темой развития, бизнес-задачей.	group/team coaching
групповой/командный коучинг	group/team coaching
держат фокус	hold the focus The coach keeps the coachee's energy directed towards their desired outcomes see also agenda
директивное наставничество	directive mentoring A mentoring approach where the mentor provides direct advice and guidance, often taking a more active role in the mentee's learning process.
дисциплинарные процедуры	disciplinary procedures Formal processes for addressing disciplinary issues, including allegations of misconduct or substandard performance in a coaching or mentoring context.
достижение целей	achievement goals
жизненные наставления	life coaching A form of talking therapy, life coaching identifies areas of an individuals' life that are restraining them from reaching their potential. through encouraging conversations and thoughtfully posed questions, observations and exercises, a life coach guides the coachee to overcome barriers and develop a superior personal or professional identity and way of life.

заинтересованное слушание	engaged listening
заказчик услуги коучинга Организация (представитель организации) или человек, который заказывает услуги коучинга.	client of coaching service
защита репутации	protection of reputation The process of safeguarding the public perception and good standing of an individual or organization, often involving careful management of both internal conduct and external communications.
индивидуальный коучинг	individual coaching Through one-on-one sessions, the coach and coachee develop a close, personal relationship whereby the coachee can prioritise and focus on the aspects of their life that need to be addressed.
итоговая информация	bottom-lining The coach helps the coachee express the essence of their communication quickly, without engaging in or getting caught up in long descriptions
карьерный коучинг	career coaching 1. Career coaching focuses on career exploration, career change and transition, and career development. a career coach can help the client explore their qualifications, experience, strengths, weaknesses, hobbies, and interests to help them find a suitable job or career path. job search strategies may be a part of career coaching, as well as interviewing skills, resume writing, and use of social media such as linkedin. 2. A specialized form of coaching that supports individuals in making informed decisions about their career development and progression.
клиент коучинга Человек или группа лиц, для которых осуществляется услуга коучинга.	coaching client
клиент коучинговой службы	client of coaching service
коактивный тренер	co-active coach A figure who aids the client to recognize, honor and actualize pre-existing skills and creativity that may have lay latent. this is done by posing thoughtful questions and observations that elicit the emergence of these qualities in an organic way.
командный коучинг	team coaching Designed to maximise the potential of a team by assessing participants as individuals as well as according to their group dynamic. this method ensures that cooperation between team members is managed and directed towards departmental or organizational goals.
контрперенос	countertransference Occurs when a person in authority (manager or coach) unconsciously reacts to transference from their own history (ie their own transference) see also transference
корпоративный коучинг	corporate coaching Corporate coaching is a particular style of coaching that provides guidance on how to meet organizational goals.

<p>коучинг лидерства</p>	<p>leadership coaching</p> <p>1. Leadership coaching is the partnership between a coach and a client (who holds a leadership position) in a thought-provoking and creative process that inspires the client to increase their leadership skills and create personal and professional growth. the coach helps the leader discover and clarify what they want to achieve and who they want to be as a leader. and together they create an action plan to accomplish the goals the leader has identified. the coaching process also helps the client (an executive, director, manager, or supervisor) discover their strengths and weaknesses, and helps them capitalize on their strengths and mitigate their weaknesses. the process also helps them discover their values and beliefs, and identify ways to increase the use of their values in action in their work and shape their beliefs in a way that makes them more successful and fulfilled by their work.</p> <p>2. A tailored style of coaching, directed towards team leaders and focussed on their ability to achieve the objectives of the organization. usually based on short term workshops and centred on achieving a specific business purpose, these coaching programmes are totally customised according to specific needs.</p>
<p>коучинг наставника</p>	<p>mentor coaching</p> <p>Mentor coaching is coaching of an established or aspiring coach, to help them build or improve their coaching skills and support them in developing or enhancing their own coaching practice. mentor coaching may include work on personal growth, because coaches need to improve their own personal foundation in order to be better coaches themselves. mentor coaching often focuses on coaching skills such as deep questioning, building client trust, creating a supportive coaching environment, action planning, goal setting, and creating accountability.</p>
<p>коучинг образа жизни</p>	<p>lifestyle coaching</p> <p>A targeted method of coaching, whereby an individual completes a self-assessment of their strengths and weaknesses. once such capabilities and inabilities have been recognized, a life coach will work alongside the coachee to develop a more successful person in terms of overall well-being.</p>
<p>коучинг отношений</p>	<p>relationship coaching</p> <p>Building a personal relationship, a coach is entrusted to accurately prescribe the right actions to strengthen the coachee's ability to develop meaningful personal, business, and romantic relationships. by emphasising the importance of clear communication, compromise, self-awareness and interpersonal skills, relationship coaching aids the coachee to reap rewards in their own life as well as in the lives of others.</p>
<p>коучинг по телефону</p>	<p>phone coaching</p> <p>Phone coaching is a form of personal or business coaching which is performed over the phone rather than an in office setting. phone coaching is time effective, and allows more flexibility in scheduling coaching sessions. having a coaching session over the phone allows you to be comfortable in your home or office without having to drive to another location</p>
<p>коучинг продаж</p>	<p>sales coaching</p> <p>A sales coach works with a salesperson or business owner to increase their sales, by improving their prospecting, lead generation, dealing with objections, and closing the sale skills. a sales coach will ask your salespeople or the business owner questions to help them identify sales challenges and brainstorm possible improvements for their performance. in addition, the</p>

	sales coach will work with the salesperson or business owner to create ways to overcome barriers to sales and help them create motivation to perform their sales tasks and will especially work with the client to help them overcome call reluctance.
коучинг производительности	performance coaching A subset of coaching that focuses on enhancing an individual's performance in a specific area, often related to their professional role or tasks.
коучинг со стороны коллег	peer coaching A type of coaching that takes place between individuals of similar experience or status, fostering mutual learning and growth.
коучинг супервизия	coaching supervision
коучинговая обратная связь	coaching feedback The coach draws out self-feedback from the coachee, focusing on the goal, not the obstacle so that interferences can fall to the side, learning and new insights can occur and potential can come through. enables the coachee to identify major strengths and major areas for learning and growth
коучинговая супервизия Анализ и обсуждение работы коуча опытным коучем (супервизором). включает анализ качества коучинга и/или оценку работы коуча на основе проявляемых коучем профессиональных компетенций.	coaching supervision
коучинговое мышление	coaching mindset The coach believes that the coachee is capable, resourceful, and full of potential. believing in the dormant capability of a person will build their self-belief and self-motivation and enable them to flourish. and with that mindset, you can coach them to make their own powerful choices and find enjoyment in their performance and their success
коучинговые отношения	coaching relationship The uplifting and inspiring rapport between the coach and the coachee, bound by trust, respect, honesty, support and goal-setting.
коучинговый клиент	coaching client
кпсс	срсс Certified professional co-active coach
модель конструктивной обратной связи	constructive feedback model The constructive feedback model is a tool designed to help people give and receive constructive feedback in an understanding and effective way. the model gives a pattern of communication to relay feedback to help a person change their behavior. the model is designed to create open communication in business and personal relationships.
мощный допрос	powerful questioning The coach first asks broad, inclusive questions which compel attention, thought and observation, and then tighter questions to increase the quality of focus, clarity, detail and precision and evoke discovery, insight, new learning, commitment or action towards the coachee's desired outcome. powerful questioning reflects curiosity and active listening, follows the coachee's agenda with non-attachment, challenges their assumptions, creates a feedback loop, and carries no judgement, blame or criticism

мудрость тела	body wisdom 1. Awareness of sensations in the body from physical activity or emotional charge which guides one to act or get curious about what is happening for the coachee. see also intuition 2. The ability to perceive and interpret physical sensations in response to emotional stimuli, often used in coaching or mentoring to promote self-understanding.
мышление роста	growth mindset A belief that one's ability and innate intelligence can be developed through dedication and hard work, often encouraged by coaches and mentors.
надежный советник	trusted advisor A trusted advisor is a reliable and approachable consultant that clients reach out to for personal and professional advice. the client feels a personal connection to their trusted advisor and is reassured that their best interests are in mind. a trusted advisor is different than a coach, in that the client may discuss similar topics with the coach and the trusted advisor, but the coach gives ideas, not advice.
наставничество по развитию	developmental mentoring This type of mentoring focuses on the holistic development of the mentee, encompassing both their professional and personal growth.
недирективный коучинг	non-directive coaching A coaching approach where the coach facilitates self-discovery and learning, rather than providing direct advice or instructions.
непривязанность	non-attachment The coach remains on the coachee's agenda and does not try to influence or have an opinion about the outcome see also partnering
образец для подражания	role model
обучаемый	coachable To be open to change and ready to identify personal flaws, and then to work hard to evolve and improve from them.
обучение на протяжении всей жизни	lifelong learning The long-term, ongoing process of in-taking and understanding material. with lifelong learning, the individual remains present in their sense of self and the world around them.
отражающий/зеркальный	reflecting/mirroring Repeat the coachee's own exact words back to them to show you are listening to their words (the content), validate what they have said and help them to replay and perhaps revise what they said see also paraphrasing, summarizing, clarifying
оценка 360 градусов	360 degree assessment A 360 degree assessment is a tool by which feedback is gathered from a leader's supervisor, peers, subordinates, and self, so that the leader can understand how they are perceived within the organization and determine objectives for personal and professional growth. a 360 assessment provides a basis leadership development through training, coaching, and other methods.

оценка диска	<p>disc assessment</p> <p>The disc assessment is a personal assessment tool used to improve work productivity, teamwork, communication, and leadership skills. disc is an acronym for dominance, inducement, submission, and compliance, which are four universal human behaviors. when a person takes the disc assessment, their dominant behavior falls into one or more than one of these categories. disc measure observable behavioral tendencies. knowing how and why you do what you do, provides valuable insight into your uniqueness and what value you bring to your work, your home, and others around you. as danny silk wrote in “the essential disk training workbook”: “understanding ourselves helps us understand each other. as social beings, we humans have the innate tendency to be afraid of what we don’t understand. in that fear we predictably try to control these things that are threatening . . when others behave outside of what we understand, we judge this as unacceptable. our anxieties increase and we set out to convince others to be more like us. when we are unsuccessful, we feel powerless.” the disc assessment helps us understand why others behave the way they do, so that we can accept them as they are and work with them effectively. coaches use the disc assessment as a way to help their clients learn more about themselves, the people they manage, and the people they work with.</p>
ошибка изменения	<p>change fallacy</p> <p>The belief that others in one`s life should change for one`s benefit, often leading to disappointment when this does not occur.</p>
перефразирование	<p>paraphrasing</p> <p>Repeat what is said but use slightly different word(s) which do not change the substance or meaning to show the coachee that you are listening to their words (the content), validate what they have said and help them to replay and perhaps revise what they said see also reflecting/mirroring, summarizing, clarifying</p>
перспективы	<p>perspectives</p> <p>The coach communicates other points of view which expand the way in which the coachee sees something, allowing them to examine their viewpoint and inspires commitment to shift to a more resourceful place with possibilities see also reframing, body wisdom</p>
повторяя	<p>reiterating</p>
подведение итогов	<p>summarizing</p> <p>Repeat back what is said but more briefly, without changing substance or meaning to show the coachee that you are listening to their words (the content), check you have understood, help them to replay and perhaps revise what they said, validate what they have said, and enable you to interrupt smoothly when people are talking too much or repeating themselves see also clarifying, paraphrasing, reflecting/mirroring</p>
поиск сильных сторон	<p>strengths finder</p> <p>The strengths finder is an online personal assessment that helps identify the user’s strengths. the theory behind the strengths finder is that professional development should be focused on increasing an individual’s strengths, rather than working to mitigate their weaknesses. organizations can use the strengths finder to help them place staff members in positions that best capitalize on their strengths, which improves the individual’s performance.</p>

прислушивайтесь к потенциалу	listen for potential Focus on the coachee's capabilities and strengths rather than seeing the coachee as a problem. what could they unleash if they had no limits?
продвижение подопечного вперед	moving the coachee forward The coach can help move the coachee forward in many ways, including by bottom-lining, bringing the focus back to the goal, helping to create actions for the coachee and making a request of the coachee see also brainstorming, challenging, goal setting, perspectives, venting
проектирование действий	designing actions The coach helps the coachee to explore alternative ideas and solutions related to the coachee's agenda and to define the actions they would like to take to move towards their goal see also brainstorming, accountability, reviewing actions, celebrating
профессиональные стандарты	professional standards The coach must conduct themselves at all times in a professional manner and understand and model appropriate professional standards, eg icf code of ethics see also ethical guidelines
прямое общение	direct communication Using appropriate, respectful language which suits the coachee's learning models, the coach effectively shares with and invites from the coachee new perspectives, thoughts, intuition and feedback with non-attachment to support the coachee's self-awareness and agenda see also reframing, metaphor, analogy
развитие команды	team development By building communication skills and cooperation between colleagues, teams can improve both in their individual performance and overall productivity. with morale, drive and vitality boosted, the workplace becomes a happy, healthy place to be.
рассмотрение действий	reviewing actions The coach helps the coachee to increase their learning and awareness, identify possible blocks and offer further support and challenge to meet the goal. challenge the coachee to recognize if there is a separation between what they are stating and what they are doing. it is not about blame or criticism see also designing actions, accountability, celebrating, deepening the learning
ролевая модель Понятие, которое применяется в практике коучинга для обозначения человека, который может служить реальным образцом, живым примером следования тому или иному убеждению, принципу, воплощая его в своих действиях, поступках.	role model
системный коучинг	systems coaching Reveals the system to itself so that it can self-regulate see also whole system approach
слушай сердцем	listen with heart Listen to non-verbal messages such as voice tone, phrasing, facial expression and body language. when we are listening attentively at the level of feeling and meaning (the intent), our body language and facial expression show this and encourage

	the speaker to open up to us
соблюдение законов и правил	compliance with laws and regulations The adherence to applicable rules, laws, and guidelines, fundamental to operating legally and ethically in any professional role.
совместный коучинг	co-active coaching A style of coaching for personal and professional development that focuses on showing how the qualities of creativity, resourcefulness, and wholeness already exist in the coachee. the role of the coach is to ask powerful, thought-provoking and feeling-activating questions that aid the coachee to recognize inner potential without being instructed or advised.
сообщение о нарушениях	reporting of violations The act of whistleblowing to the appropriate authority about a breach of rules, regulations, or standards, crucial for maintaining accountability and integrity in a professional context.
стандарты курса	course standards The set criteria or benchmarks that a course is expected to meet to ensure its quality.
стратегическое мышление	strategic thinking Strategic thinking involves the generation and application of unique business insights and opportunities intended to create competitive advantage for a firm or organization. strategic thinking allows the leader to look at their organization as a whole, and examine the direction of the organization to ensure that it is going in the right direction to be competitive in the marketplace, provide products and services their customers need and will buy, and to maintain optimal growth. leaders often engage a coach to help them think more strategically and to support them in examining their organization for improvement.
структурированное/стратегическое мечтание	structured/strategic daydreaming The coach challenges the coachee to create a powerful vision of the future which will motivate them to pursue their own fulfilment see also goal setting
субъект-субъектное взаимодействие Взаимодействие, участники которого активно воздействуют друг на друга, выступают как равноправные участники диалога, в котором ни один из них не присваивает себе права на обладание истиной. составляет основу коучинговой работы.	subject-subject interaction
танцю в данный момент	dancing in the moment The coach is fully present and follows the direction and flow of the coachee, noticing changes in energy and creating from each moment
текущие потребности	ongoing requirements The continuous responsibilities and/or criteria that need to be met to maintain a certain status, such as accreditation or certification.
трансперсональный коучинг	transpersonal coaching Responds to our yearning for something beyond the personal, beyond the material and the everyday. an empowering process which enables the coachee to discover who they are and operate from their core – the source of deepest values and

	<p>qualities – a well-spring of real power, creativity and actualization</p>
трансформационный коучинг	<p>transformational coaching A type of coaching that aims to bring about significant change in the coachee's life or career, often involving deep personal development and growth.</p>
тренер linkedin	<p>linkedin coach A linkedin coach helps a client learn how to understand and use linkedin as effectively as possible with regard to what the client is working to achieve. a linkedin coach will help a client integrate linkedin into their business strategy whether that involves business generation, recruitment, or marketing. (put a link here to www.getlinkedinnow.com).</p>
тренерское присутствие	<p>coaching presence To create a spontaneous and deep relationship with the coachee, the coach needs to be fully conscious and flexible, open to not knowing, taking risks and experimenting with new possibilities, and confident in shifting perspectives and working with (and not get caught up in) strong emotions, access own intuition and use humour to introduce lightness and lift energy see also dancing in the moment</p>
тренировать тебя	<p>coach u Coach u is the leading global provider of coach training programs and executive coaching services. the advanced coaching program (acp) meets the academic requirements for becoming an associate certified coach (acc), professional certified coach (pcc) or master certified coaching (mcc) through the international coach federation (icf).</p>
тренировка моторики	<p>motor training A type of training that involves improving the coachee or mentees motor skills, often used in sports coaching.</p>
углубление обучения	<p>deepening the learning The coach helps the coachee find the learning from a previous action or from current perspectives to set the stage for new action. the coach can invite the coachee to 'do it now' in their session and give support and immediate celebration on the success of the action or the learning that came from it</p>
удерживать пространство	<p>hold the space Honour the coachee's dynamic space</p>
управление конфликтами	<p>conflict management Conflict management is the process of limiting the negative aspects of conflict while increasing the positive aspects of conflict. the goal of conflict management is to enhance learning and group and individual outcomes, including effectiveness or performance in an organizational setting. people who engage a coach often work on their conflict management skills, so that they become better leaders and/or perform better in their jobs.</p>
управление прогрессом	<p>managing progress Hold the coachee's attention on their agenda and their coaching plan, acknowledge them for awareness/insight gained and for what they have done. positively challenge them for what they have not done, and remain open to adjusting measures and actions. develop the coachee's ability for self-feedback see also accountability, coaching feedback, planning</p>

цели достижения Цели, связанные с получением конкретных результатов (жизненных, профессиональных, деловых) благодаря активности самого человека, реализации его способностей и возможностей.	achievement goals
цели развития Цели, связанные с расширением способностей и возможностей человека (жизненных, профессиональных).	development goals Цели развития (для программирования экономического развития; документы оон)
целостно-системный подход	whole system approach Recognizes the inter-connectedness of individuals, communities and organizations and actively engages our ability to work with and develop the systemic potential of these networks
через инвентаризацию сильных сторон	via strengths inventory The via strengths inventory is a psychological assessment (created by martin seligman, ph.d.) designed to identify an individual's profile of character strengths. the 34 strengths within the assessment are categorized within 6 categories as: wisdom and knowledge, courage, love and humanity, justice, temperance, and spirituality and transcendence. if an individual utilizes their signature strengths in their work, they will, on average, will be happier and more fulfilled in their work.
экспериментальное обучение/коучинг	experiential learning/coaching A form of learning by doing, rather than just listening or watching. this learning style relies on practical experience forming the basis of knowledge.
эми руперт	amy ruppert Amy ruppert is a master certified coach and a leading pioneer in the development of coaching worldwide and served on the first credentialing committee for the international coach federation board (icf). practicing since 1996, ruppert has coached hundreds of clients, including executives, business owners, professionals, and coaches.
эффективный допрос	effective questioning
Глоссарии бюро переводов Фларус	
http://glossary-of-terms.ru/	