

TOOL

How to Coach Towards Agency



This product is the intellectual property of Elena Aguilar and Bright Morning.
Unauthorized use, reproduction, or distribution is prohibited.

How to Coach Towards Agency

Agency: the feeling that you can do what you want to do, that you have a sense of control over your actions and their consequences. Similar in meaning to having a feeling of empowerment or experiencing a sense of autonomy.

When people feel like they lack agency, they feel like things happen to them. Like they have no say in what goes on. They are likelier to exhibit a victim mentality and much less likely to thrive.

You can coach towards agency in two ways:

- Proactively providing your client with decision-making opportunities
- Reactively coaching your client's way of being when you hear them expressing a lack of agency.



How to Coach Towards Agency

PROACTIVE

Coach towards agency by inviting input into the topic of conversations and agency, the client's goals and areas for improvement, into coaching activities. There are always opportunities in a conversation to invite a client to make decisions about what to talk about or explore, and which activities might help them make growth.

Ask

- What might be most helpful for us to dig into?
- Which of these four topics do you want to start with?
- It sounds like you have some different ideas for how to deal with this situation. Which do you want to commit to trying?

REACTIVE

Recognize and acknowledge when a client expresses disempowerment

- It sounds like you're feeling disempowered/powerless. Does that resonate?

Invite an exploration of this state

- Is this something you want to explore and address—how to feel a greater sense of agency or power in this situation?

Coach their beliefs about their sense of empowerment

- What's the story you're telling about yourself in this situation?
- Is this story true?
- How does it feel to hold this story?
- What do you think would happen if...?
- I'm hearing you tell a victim story about what's going on. How does that land?

Coach their way of being

- Communicate confidence in their ability to solve their problems:
 - I think you can figure this out and I'm here to support you to do so.
- Invite them to identify times in the past when they've taken action to address problems, and to look for transferable skills and dispositions.
 - Can you think of any time when you've had similar feelings and you were able to take the actions you wanted?
 - Do you see any transferable skills from that situation to this one
 - Are there any dispositions, attitudes, or feelings that you might also be able to draw on that served you then?

Guide them to connect their core values and vision for themselves to the actions they want/need to take

- How could you act on your core value of...in this situation?
 - Is there any way in which this is an opportunity?
- Coach them into their sphere of influence and control:
 - What feels like it's within your influence in this situation?
 - What feels like it's within your control?

WHAT'S NEXT

Keep Learning with Bright Morning



Join [The Art of Transformational Coaching Workshop](#).

Unlock the conversations—and the change—your organization needs most.

- Turn even a 15-minute conversation into a catalyst for change.
- Build confidence through clear frameworks, live practice, and targeted feedback that turns uncertainty into expertise.
- Gain practical strategies to ensure every child gets what they need, every day.



And for an entire year of on-demand support, join our [Coach Learning Library & PLC](#).

Transformational Coaching at your fingertips.

- Access proven coaching strategies exactly when you need them, 24/7.
- Develop your unique coaching style with personalized feedback and guidance.
- Eliminate isolation by joining a professional community of coaches facing similar challenges and finding success.

Curious what this could look like for your team?
Schedule your [complimentary consultation](#).

