VCS Counseling vs VCS Coaching:

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| **Components** | **VCS-Inc. Volunteer Counseling** | **VCS-Inc. Wellness Coaching/Counseling** |
| **Values:** |  |  |
| Client Centered | Yes | Yes |
| Client is expert on own life | Yes | Yes |
| Respect | Yes | Yes |
| Non-Judgment | Yes | Yes |
| Goal / Objective Chosen by  | Client | Client |
| Planning | Open-Ended; Emotion Regulation/Resolution focused | Short-term, Goal Attainment Focused – Developed by Client & Coach together |
| **Focus:** | Past - Present | Present - Future |
| Main questions | What happened to you? How can you cope with the result/feel better? | What are you doing? How does that create what you are experiencing? How can you change what you are doing to move forward?  |
| **Skills:** |  |  |
| **Listening Skills**: Reflections, Affirmations, Open-ended Questions, Summaries, Reframing | Yes | Yes |
| **Gatekeeping Skills:** Focusing, Evoking; Directional/ Powerful Questions, Summaries, and Reflections | No | Yes |
| **Direction:** |  |  |
| Who leads?  | Client Leads – Coach Follows | Coach Guides Client according to the direction he/she chose |
| **When Client encounters an excellent listener, “Wandering trap” can occur** | Wandering trap - clients lose focus & examine multiple story lines and pain points – can easily be confused with psychotherapy. Counselor follows multiple, wandering paths. | When Client begins to wander, Coach can use focusing, evoking, motivational interviewing, Directional questions, reflections, summaries – to bring client back to plan and onwards towards goal.  |
| **Viewpoint** | Client feels weak, ill, broken – trying to get to “average” functioning | Client is already functioning – moving towards flourishing. |
| **Additional Frameworks/Theories Used** |  |  |
| Positive Psychology | No | Yes |
| Cognitive Behavioral Therapies | No | Yes |
| Mindfulness / Meditation | No | Yes |
| Motivational Interviewing | No | Yes |
| Neurology | No | Yes |
| Neuro-linguistic Programming | No | Yes |
| Transformational Psychology | No | Yes |
| Appreciative Inquiry | No | Yes |
| Change Theory | No | Yes |
| Success Literature | No | Yes |
|  With / Without the above additional items… | Without… counselor is in danger of following client into dangerous/therapy territory; Client focuses on problems/pain for long period. | With… Coach can use the skills to teach client why/how change becomes difficult, normalize the difficulties, reframe so client feels more capable, help client shift to a stronger identity, keep the client on task – return them to the chosen path. |
| **Expectation of Model:** | Client will explore difficulties, examine connections between experiences and present emotions/behaviors; learn to cope/move on/forgive/etc... | Client will determine the present behaviors/circumstances/habits he/she wants to change. A short-term plan is created with SMART steps; Emotions are understood; Limiting Beliefs are challenged/changed. New behaviors/habits are installed, goals are achieved.  |
|  | Clients will cope better with their “negative/difficult emotions”. | Clients will welcome and accept guidance from their “adaptive/protective emotions” – No longer seeing these emotions as “negative”. |