

Coaching Congruence with Paul Golding

In this session we will examine ways to enable congruence in our work as Coaches.

In a coaching context congruence can be likened to being in harmony or balance. When someone is incongruent, or experienced as incongruent, it can mean that thoughts, feelings and/or actions are not aligned. This misalignment can cause difficulties at cognitive, emotional or behavioural levels.

We will explore the work of Dan Siegel and his concept of “a window of tolerance”. We will consider why and how it can be included in our coaching practice. This approach can have an impact on us as coaches in two ways. The first is how we maintain a practice within our window of tolerance. Secondly we will consider ways we can help raise our coachees awareness and their capability to remain within their window of tolerance.



Paul is a partner at Catalyst14 and a senior practitioner with the EMCC, holds an advanced diploma in Coaching and is Hogan and Spotlight accredited. He is a fellow of the ICAEW.

He has over 20 years experience with one of the “big 4” as a restructuring professional working with organisations in distress and as an internal executive coach. In the last 5 years he has worked with coaching clients in the private, public and charity sectors. Paul’s full profile can be viewed here: <https://www.catalyst14.co.uk/paul-golding>