



3 Trends I'm Seeing in Coach Supervision

What internal coaches are
wrestling with - and why it matters
for the integrity of our work.



Role Confusion

1. Blurred boundaries between coaching and other roles

Many internal coaches also wear hats as HR professionals, advisors, or mentors. The challenge? Knowing when to draw the line.

When we slip between roles - even with good intent - it creates confusion for the client and compromises the ethical foundation of coaching.

Be strategic when scheduling coaching sessions. Avoid placing them immediately before or after your HR or advisory meetings to give yourself space to shift roles, reset your energy, and connect with clarity.



Wellbeing Wipeout

2. Self-care is falling off the radar

The coaches I supervise are often stretched thin - balancing coaching alongside heavy workloads. They're present for others, but absent from their own rest.

And yet, coaching is relational work. You can't hold space for someone else if you have no space within yourself.

Sustainable coaching starts with self. Reflection, rest, and reconnection are not luxuries - they're essentials.



What Do I Do Now?

3. Uncertainty around growth and direction

Many early-career coaches feel unsure about how to evolve:

"Should I specialise? Go for PCC? Try team coaching? Am I ready?"

These are valid, important questions but often we don't make space to ask them. And without support, growth can stall or feel scattered.

Ongoing supervision helps coaches grow with intention and clarity.



Why This Matters

Coaching isn't just a skill — it's a responsibility.

And behind every powerful coaching session is someone doing the inner work to show up clean, present, and aligned with what the profession truly stands for.

Whether you're a new coach or a seasoned one, these three themes are worth reflecting on.

