

Philosophical analysis of coaching as a way to transform the

"I"

Summary

Coaching compared to other methods of personal development is a young, but very popular form of training that helps in the development of a person (sometimes a group, for example, employees of one company), in shaping themselves. Coaching has many supporters and opponents; among others, this is because it is not a fully developed discipline. And because coaching is of interest to an increasing number of people, individuals who do not have the appropriate substantive preparation also participate in the development of this method, which has the result of not all "coaches" being properly prepared to perform their profession - helping people solve their problems resulting from personal and professional activity. However, many strictly scientific centres, representing both sciences and humanities, deal with the development and analysis of coaching, which ultimately contributes to the theoretical and practical enrichment of this discipline and the gradual elimination of common knowledge and pseudo-scientific elements from it. Developed on the basis of social sciences and humanities, such as psychology, sociology, philosophy, theories of personality, social behaviour, values, transferred to the ground of coaching - they can become a support for people looking for an effective method of action and development, as well as looking for a new approach to constantly returning problems. A coach working with this method helps the coachee to stimulate changes, undertake new initiatives, clarify goals, and make people aware of undesirable automatisms.

Coaching is a method by which you can work more efficiently on the development of your personality, shaping your original lifestyle. This peculiar process of "becoming" usually begins with a personal search, during which the individual's will turns into an act that brings about changes and eliminates the feeling of emptiness. Due to the requirements of the current reality, coaches are more and more often concerned with the spiritual development of their pupils, focusing on the feeling of integration and synergy. The foundation of these activities is the thesis that thoughts oriented towards the future constitute an obstacle in the intense feeling of the external world, and thus - in the feeling of joy of existing in the present moment. By conducting this type of session, the coach tries to make the coachee develop

observations in line with their hierarchy of values, structures of the conscious mind, organize their beliefs and reactions, separate themselves from external distractors. In addition, if necessary, the coach's task is to make the coachee aware that many problems are only their own imagination, which is one of the main inhibitors of development. Coaching is therefore also intended to increase efficiency in everyday life and to improve the relationship between action and result, with the result being the reinforcement of a new, fully self-generated perspective based on a broad and complex understanding of the problem. As a result, the tasks faced by coaches are becoming more and more difficult and require a broader scientific background.

This work has been divided into four chapters. The first chapter (Theoretical introduction to coaching) is a theoretical introduction to the field of coaching, the information contained therein covers the basic and necessary knowledge about coaching in general. I started by discussing the theoretical and practical issues of the coaching method. Then I analysed the various and numerous definitions of coaching, the concepts used in this discipline and the tools used in it. In the following three chapters, I presented important concepts and theories related to the development of the potential of one's self, both of the coach and the coachee. I chose very popular and interesting issues related to the development of one's own potential, the content of which may have a significant impact on building a new reality and one's lifestyle.

And so: in the second chapter (Humanistic concepts of coachee development) I discussed the problems faced by the coachee - the person who is the main subject of the coaching process. In this chapter, I referred to the humanist conception of the development of the individual, based on selected theories of personality. I presented Carl Rogers' theory of personality, emphasizing the phenomenon of creating an individual self in the mind. I discussed the autotelic personality and the personality type presented by Alex Inkeles, i.e., the modern personality. Then I described the assumptions of the flow concept by Mihály Csíkszentmihály and the diagram of the relationship between the level of difficulty and the level of skills according to the author's theory of flow. Additionally, I touched on general issues of happiness and well-being.

Chapter three (Self-coaching as a transformation of personality) discusses the issues of being your own coach, improving the skills related to looking into your own emotions and insights, the results of contemplative practice. In this chapter, I described the path of

development through the practice of spiritual exercises according to Pierre Hadot's concept. I also focused on the concept of "Here and Now" of two spiritual guides: Eckhart Tolle and Anthony de Mello, and the philosophy teacher: Józef Bańka. In addition, I described the practice of Mindfulness. In this chapter, I also discussed the effects of transgression and synergy on the becoming process.

In the fourth chapter (Transpersonal coaching in human development) I presented issues in the field of transpersonal coaching and spiritual intelligence, which I analysed mainly in relation to the concept of psychosynthesis and the star model of Robert Assagioli. In it, I also analysed spiritual intelligence according to the theory of Danah Zohar and Ian Marshall, who emphasize the relationship of emotional intelligence with the need for a sense of meaning and values, thus creating a new model of the self.

In conclusion, I questioned the necessity of human development according to common coaching standards, that is the necessity of the so-called "exceeding oneself" or going beyond the "comfort zone". Human development is an integral part of life, but you should think about what is the right and proper way of development, guided by the only real needs of our Self. The presented concepts suggest the possibility and the need for optimal development of one's own potential while remaining in the so-called "Safe place", in which the individual exists harmoniously in the relationship between the I and reality, sometimes giving up the revolutionary, but at the same time stressful attitude, which is the attitude *to have*.