

What Sanctus Coaching is and isn't

What is Sanctus Coaching in two sentences?

Sanctus Coaching is a confidential space where employees can talk about anything that's on their mind with a fully-qualified coach, whether it's personal or professional, a problem or a goal.

When should I or shouldn't I recommend Sanctus Coaching?

Sanctus Coaching can be utilised in many different ways.

Here's some examples below:

(these are only examples and don't represent the only things people can talk about)

Healing	Current affairs (can lean towards healing & growth)	Growth
<ul style="list-style-type: none">• I have been feeling down (depressed, hopeless, meh) for days/ months / years• I suffer from anxiety including performance anxiety• Something horrible happened to me (traumatic event)• Someone close to me died• Difficulties at home• Romantic relationship gone bad• Addictive behaviour• Body image• Self harm (including suicide)• I am being bullied• I worry about everything• I am in debt• I made some bad choices lately• I experience really difficult emotions such as envy, resentment, anger, contempt• Other	<p>These can affect people in a variety of ways and having a safe space to discuss how it's impacting you has been a blessing for many Sanctus clients.</p> <p>Examples of current affairs:</p> <ul style="list-style-type: none">• COVID19 (mental health and well-being related or worries around e.g. finances and job security)• Black Lives Matter• Elections, politics, news• Climate Change• #MeToo• Other	<ul style="list-style-type: none">• A desire to dream bigger• Wanting to be more real around others• Career planning• Being a better manager / leader (developing people, giving feedback, tricky conversations, clarity & vision)• Clarifying a sense of purpose and meaning• Feeling stuck or self-sabotage• Imposter syndrome or a feeling of not being enough• Low esteem and/or confidence• Difficulty in setting boundaries• Overdoing it through ambition, competitiveness, wanting to be right, playing too nice

If someone is in an immediate crisis and needs to speak to someone urgently, then Sanctus Coaching isn't the right space for that.

Should someone use Sanctus Coaching regularly or more reactively?

This is down to the individual and what their needs are. It can be used in response to sticky situations, but it can also be used proactively when someone wants to work on regular growth.

The frequency of sessions often depends on the complexity of the questions people bring to the sessions - they can talk about this with their coach.

How can Sanctus Coaching help my teams through more difficult things such as stress or uncertainty?

Coaching isn't only about progression, growth and development; it can also be a space to talk about more difficult topics too.

We'll work with each person's specific circumstances looking at what makes them feel the way they do, and what actions they can take to change or manage that.

Can people go if they're unsure or have nothing to bring?

Yes! People always have something to talk about but what we find is that not everyone knows what to expect or how best to use a Sanctus Coaching session.

It can sometimes take a couple of sessions for clients to get into the swing of things.

We've included the table on page 1 in pre-session emails to give employees something to think about.

Communicating Sanctus Coaching to your teams

How do I encourage those in a 1:1 to use Sanctus Coaching?

The best first step is for you to have a session yourself - it will help you normalise and demystify in front of your team; you'll also be leading by example.

For new joiners - tell them it can be a great way to settle into a new role and make those first few months less daunting.

For employees who have been here longer - tell them it's just like having a conversation with a friend, yet is a professional sounding board at the same time. There's arguably no better space to bound ideas around before taking action in the "real" world.

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If you believe someone is struggling - don't assume, but tell them what you've noticed. E.g "I've noticed you've been working later than usual" and not "you're stressed". Then, depending on the conversation, you can ask the simple question "could now be a good time to talk to someone else about this?"

How do I articulate Sanctus Coaching on Slack/group messages/email?

Let people know that there's slots available, and encourage them to take time out of their day to look after themselves. Show everyone that the business is fully behind this and give people permission. Share the booking link too :)

How can I remember to keep suggesting Sanctus Coaching to others?

Start to see Sanctus Coaching as a toolkit in your managerial toolbox. If you ever feel stuck on something with a team member, or they're asking you questions you don't have the answer to - then Sanctus Coaching can be a good place to direct them.

Some short lines and soundbites to help present Sanctus Coaching as a tool:

- Something keeps bugging you and you need a healthier perspective to resolve it
- You're stuck on a problem and could do with some help to map out next steps
- Looking to chat through goals and development? Sanctus can help
- Sanctus coaches are like personal trainers for people's mental health

Practicals

How can I send the booking link out to my teams?

Grab the booking link from your colleague who's organised Sanctus, and make sure you've got it saved somewhere that's easily accessible for you - perhaps in your browser favourites or in the notes on your phone.

If you use Slack, we also recommend creating a mental health channel and pinning the booking link in there.

The logo for Sanctus, featuring the word "Sanctus" in a black, handwritten-style script. A small orange circle is positioned at the end of the word, to the right of the letter 's'.