**Thrive Nation Coaching Code of Ethics**

Thrive Nation is committed to maintaining and promoting excellence in coaching at all times and with every Thriver who receives our coaching.

Our Coaching Code of Ethics (also referred to simply as ‘The Code’ or ‘Coaching Code’) is designed to provide clear guidelines, empowering accountability and inspiring standards of conduct for all Thrive Coaches.

Thrive Nation respectfully requests and expects all Thrive Coaches to:

* Adhere to and uphold all Coaching Code of Ethics elements and principles
* Demonstrate exceptional integrity relative to the Code and the Thrivers they coach
* Believe in and take to heart the Vision and Mission of Thrive Nation
* Abide by our Coaching Code as underpinned by our Thrive Nation Coaching Ethos:

Partnership Skills Mastery

‘What’s right with you?’ Self-Sufficiency

Strengths-Based Thriving, Not Surviving

Autonomy Support A Nation of Thrivers

In order to become a fully Certified Thrive Coach, we ask each Thrive Coach Trainee to read and sign our Coaching Code. Below are the core Coaching Code elements and principles that we ask you to agree to adhere and uphold:

As a Thrive Coach, I will:

**1. Facilitate trust, connection and empowerment**

I will honor each and every Thriver (young adult) I coach and will seek, first and foremost, to establish trust and a secure, reliable, open and honest connection with each Thriver. I recognize that coaching is an honor and that any Thriver’s sharing of their lives with me is to be treated with the utmost respect and trustworthiness, especially if a Thriver shares something that reflects any vulnerability.

**2. Remember that the coaching is *always* about my Thriver (never about the coach)**

I will never impose my ‘agenda’, ideas, advice or desired outcomes on any Thriver I coach. (Coaching is not advice-giving!) I will remember that ‘the Thriver is the Driver’ and that although a Thriver may be in a place of uncertainty of lack of clarity, I will listen and ask questions to facilitate and enable each Thriver to arrive at, and take deliberate action to realize, their own answers.

**3. Listen without filters**

I will listen deeply and openly without applying any of my own life experience ‘filters’ or perceptions. I recognize that my brain is a wonderful, complex, powerful ‘processor’ and that it can become conditioned and pay attention to certain things as a result of my own life experience. I will therefore seek to listen to each Thriver and what they are saying to me from a ‘blank canvas’ place: I will hear deeply what they are telling me without judgment, bias or any of my own preconceived perceptions.

**4. Be impeccable with my word…**

I will choose and use my words carefully and thoughtfully during all coaching sessions. I recognize that in some instances, what I say will can and/or will have a huge impact on a Thriver and I will therefore always speak from a place of exceptional integrity. I will share my own life experiences where this can provide insight, hope, motivation or ‘mind-opening’, but I will never use these experiences as a means of telling a Thriver what to do or what their path should be. If I do not know something a Thriver enquires about, I will be honest and say ‘I don’t know’ and will either seek to find out the necessary information myself or invite my Thriver to do so.

**5. …and my actions**

In the same way that I recognize the power of my words, I recognize too that my actions can ‘speak’ as loudly if not louder than my words. When preparing for a coaching session, I will think through carefully any actions I plan to take during the coaching session. During each coaching session, I will take any actions with deliberately compassionate intention that is always *for the good* of my Thriver. I will treat each Thriver as I wish to be treated: with respect, humility, fairness, kindness, non-judgment and yes, love and I will never take any actions that could be interpreted as a conflict of interest or harmful to any Thrivers I coach.

**6. Maintain sincere and respectful confidentiality**

I appreciate that coaching involves the sharing of all kinds of personal information by a Thriver – some acutely sensitive – by a Thriver and I will uphold the strictest of confidentiality regarding this information. I will keep records of our coaching sessions in a highly secure and safe place (be it offline or online) and I will not divulge any of the content of our coaching sessions. For professional development reasons, it may be relevant for me to share information about specific coaching issues or topics with other Thrive Coaches, Thrive Coach Trainers, Thrive Nation team member or other colleagues and I will always do this in an anonymous way that protects the privacy of my Thrivers.

**7. Seek additional help where necessary**

I will always uphold the confidentiality of each and every Thriver I coach, however I will also seek additional support and may choose to break that confidentiality if necessary. I recognize that coaching is not counseling, psychotherapy or any other form of medical or psychological support. If, at any point in coaching, I become aware of any form of abuse that a Thriver may be experiencing and/or any mental health issues or suicidality that a Thriver may tell me about, then I will support the Thriver as best I can and also refer that Thriver for additional help from the relevant organization and/or licensed healthcare professional.

**8. Do my own work and take care of myself**

I recognize that my ability to ‘show up’ as an excellent coach is only as strong as my willingness to do my own work and take incredibly good care of myself. As much as I help any Thriver to learn and practice for him or herself any of the coaching tools in the Thrive Nation toolkit, I will also continue to practice these tools myself for the benefit of my own life. I will actively demonstrate for each of my Thrivers what it means to live a thriving life. Because we were all born to thrive.



Thrive Coach Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Thrive Coach Name (printed): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Thrive Nation Director Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Thrive Nation Director Name (printed): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_