

# [Benifits and disadvantages of coaching](https://assignbuster.com/benifits-and-disadvantages-of-coaching/)

Benefits and disadvantages of coaching: Benefits associated with the coaching are far more than the disadvantages. They easily outweigh the scantly disadvantages. Some of the potential benefits of coaching are as follows: Coaching is a means of spread of knowledge. Knowledge gets transferred from one individual to another through the process of coaching. It is partly different from teaching in that in coaching, the tutor essentially adopts such a behavior that makes him/her the role model for the learners whereas in the course of learning, the tutor just has more knowledge about the subject as compared to the learners. He/she may not at all be involved in the subject of discussion. All that matters is the conveyance of knowledge to the learners whereas in coaching, the coach essentially tells the followers how to do a certain task. It involves display of certain characteristics that are consistent with the demand of the subject of discussion. Therefore, a coach assumes the responsibility to behave and act professionally so that he/she may rationally decide what to deliver when, how and how much. The same professionalism is inculcated in the followers as they accede to the instructions of the coach. Coaching provides the learners with an opportunity to identify their weaknesses and discover their strengths with the guidance of the coach. Coaching is a coherent process whose various stages are sensibly linked to each other. In the initial stage of coaching, the coach tells the followers what is expected of them once they master a certain art. The followers tend to analyze their inner capabilities with respect to the required level of competence to see the extent to which they need to improve their capacity in order to meet the expectations of the coach. When they make an attempt to follow the coach exactly as he/she guides, the hindrances thus encountered are identified as weaknesses and their characteristics which facilitate them in their work are identified as their strengths. It is the coach’s responsibility to enhance the strengths and suppress the weaknesses of individual followers. Overall, coaching essentially provides the followers as well as the coach with an opportunity to assess their own self. Disadvantages of coaching are only occasional. They may not always be there whereas the benefits of coaching are always there. Disadvantages of coaching may arise from lack of expertise of the coach. It may occasionally happen that the coach is not confident enough to inculcate the right kind of skills in the followers. His/her lack of expertise shows up in his/her style of teaching, and the followers lose interest in the training. Practicing under the supervision of such a coach can even spoil the original skills of the followers. Coaching may not always be beneficial for everybody. There are some people who can do better if their natural skills are allowed to cultivate as such without the interference of any coach, though such cases are extremely rare. Thus, the advantages of coaching are too many, and the disadvantages are very less.