

The Institute for Adult Development NLC Agreement

The Next-Level Coaching (NLC) Relationship

An NLC relationship can be a powerful experience, involving the development of new possibilities, new levels of awareness and personal vertical growth. The NLC relationship between the coach and the client is founded upon a developmental understanding of cognitive and emotional growth. The central focus of the NLC relationship is the starting construction of the client (their Thinking Style) as the basis for their vertical development.

Fundamental to a successful NLC experience is vertical development. The MCO supports the client in reaching the desired AQ level outcome agreed with the client. The MCO supports the client in exploring their construction of self via their Identity Compass profile, that will allow for new levels of Intention, Awareness, Choice and Response. This innovation involves vertical cognitive and social-emotional growth. At times, the growth might be disrupting, however, we do not grow if we're not disrupted. There will be times when the development involves new discoveries about the way the individual constructs their thinking and behaving that are integral to their vertical growth. This type of self-discovery can at times be uncomfortable.

We hold all developmental conversations as confidential and will not voluntarily divulge information about a NLC relationship without the written consent of the client. We follow the IAD Code of Ethics.

The NLC Arrangement:

This agreement between [MCO] and [CLIENT] begins [DATE] for a total of [NUMBER OF HOURS] hours of coaching. All coaching should be completed within [NUMBER OF MONTHS] months of the start date, unless otherwise agreed upon. The MCO and the client will decide on the length of the sessions and the total duration of the NLC interaction. The sessions will be conducted via [MEDIUM] at pre-scheduled times, unless otherwise agreed upon by both parties. Sessions may be supplemented by emails as needed until the final session is complete. This NLC package is being offered to [CLIENT] as a [DELETE: one-time, pro bono offer, low-bono offer with a minimal fee or at slide scale fee as determined by both parties].

Once the IAD agreement has ceased, should the client choose to continue the NLC interaction with the MCO, it is a private matter between both parties, and it is not covered under this IAD agreement.

The NLC Agreement

I understand that NLC is not therapy nor is the MCO qualified to give legal or financial advice. I accept full responsibility for all actions I take as a result of my vertical development and neither [IAD GROUP] nor [MCO] can be held responsible for any action taken or not taken as a result of developing vertically. I also agree to the following:

- I agree to give at least 24 hours' notice if I need to change or cancel a session.*
- I agree to be fully present and on time for all developmental dialogue.*
- I am responsible for my own vertical growth after my construction has been exposed.*
- I realize that there will be times in the interactive process where I will develop an understanding of my construction limitations and it might be temporarily uncomfortable.*
- I need not discuss anything I am not comfortable discussing.*
- I am responsible for my own actions and inactions inside and outside the development interactions.*
- I realise that my NLC dialogue is a developmental resource, and that I am not bound by any rules that say I must do something with the information.*
- I agree to communicate any concerns I might have about the nature of my developmental relationship, dialogue or experience of the coaching relationship with the IAD.*



I, [CLIENT NAME HERE], understand our commitment and agree to be accountable in our coaching relationship.

Date

Client Signature

Printed Name

Date

MCO Signature

Printed Name

