

Masterclass 01 | 23rd May 2026

Coachness™

A way of being rooted in awareness, discernment, and inner steadiness - shaping how we coach, lead, and live.

Krishna Prakash



The Evolution

01

Advice & Expert Guidance

This stage laid important foundations for leadership development and guidance-based learning.



ERA

Early leadership and executive mentoring traditions

Typical question

"What should you do?"

Characteristics

Guidance primarily shaped by expertise and experience

Hierarchical learning relationships

Solutions emerging from lived exposure

Mentoring and consulting-oriented conversations

Absence of formal coaching standards or certifications



02

Competency-based coaching

Strongly shaped by institutions such as the International Coaching Federation (ICF).



ERA

Professionalisation of coaching (1990s onward)

Typical question

"What outcome do you want?"

This stage brought structure, credibility, ethics, and professional recognition to coaching.

It also enabled coaching to become widely accepted across organisational and leadership contexts.

Characteristics

Defined coaching competencies

Structured coaching conversations

Clear ethical standards

Professional certification pathways

Credential-based progression



03

Reflective & developmental coaching

Strongly influenced by developmental and reflective traditions including the European Mentoring and Coaching Council (EMCC).



ERA

Expansion of coaching psychology, systems thinking, and supervision

Typical question

"How are you making meaning of this situation?"

This stage expanded coaching beyond outcomes alone toward awareness, reflection, and developmental depth.

Characteristics

Reflective
practice &
Supervision

Developmental
psychology

Systems
thinking

Deeper self-
awareness

Meaning-making
and reflective
inquiry



04

Consciousness-based coaching, leadership and living (Coachness™)

The emphasis gradually shifts from technique toward being.



Emerging era

This is where Coachness™ sits.

Typical question

"From what state of awareness are we responding to life?"

Characteristics

Cultivation of inner awareness

Presence as the primary instrument

Discernment-based response

Guidance emerging from inner clarity

Integration of contemplative traditions and human development

Embodied reflective living

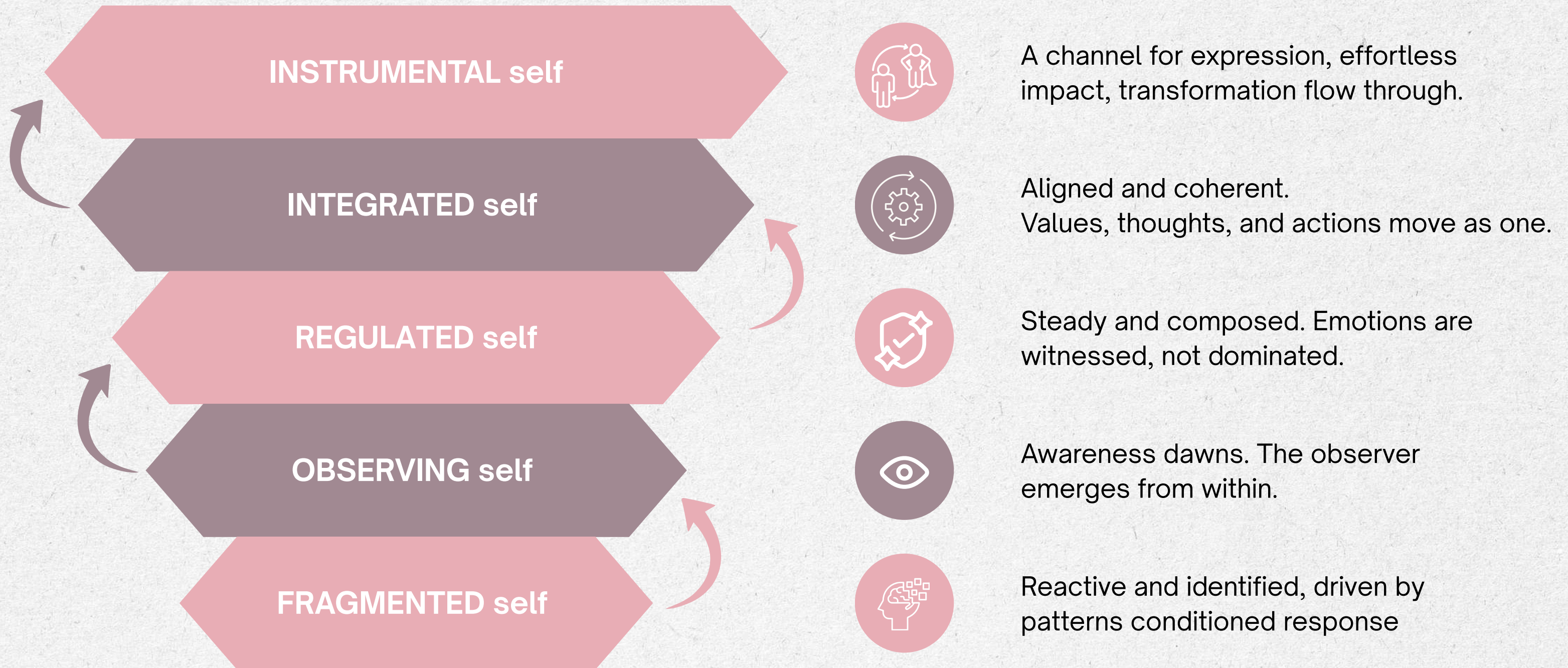
Coachness™ emerges within this growing exploration of awareness-oriented approaches to coaching, leadership, and life.

It recognises that:

How we are, often shapes outcomes more deeply than what we do.



The Coachness™ Spiral



FRAGMENTED self



Reactive and identified,
driven by patterns
conditioned response



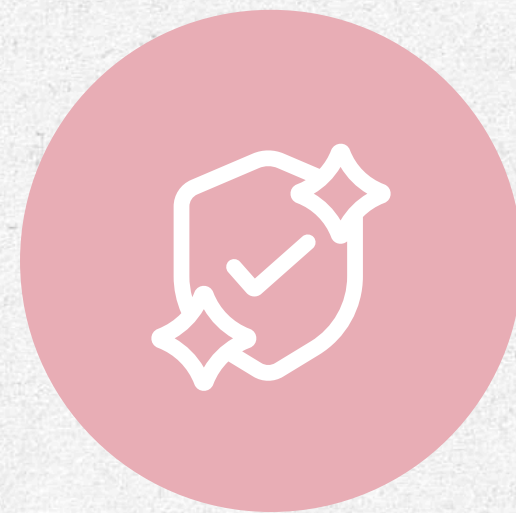
OBSERVING self



Awareness dawns.
The observer emerges
from within.



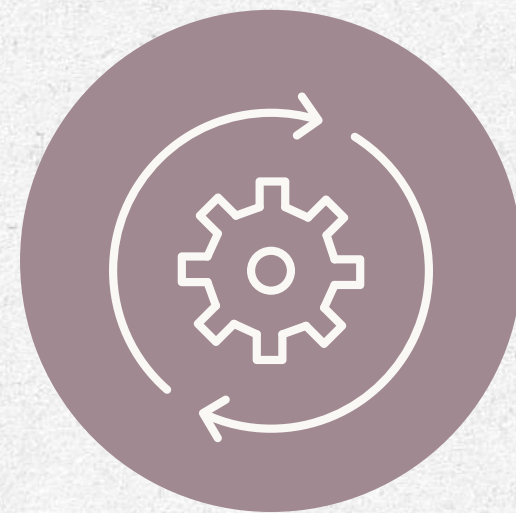
REGULATED self



Steady and composed.
Emotions are witnessed,
not dominated.



INTEGRATED self



Aligned and coherent.
Values, thoughts, and
actions move as one.



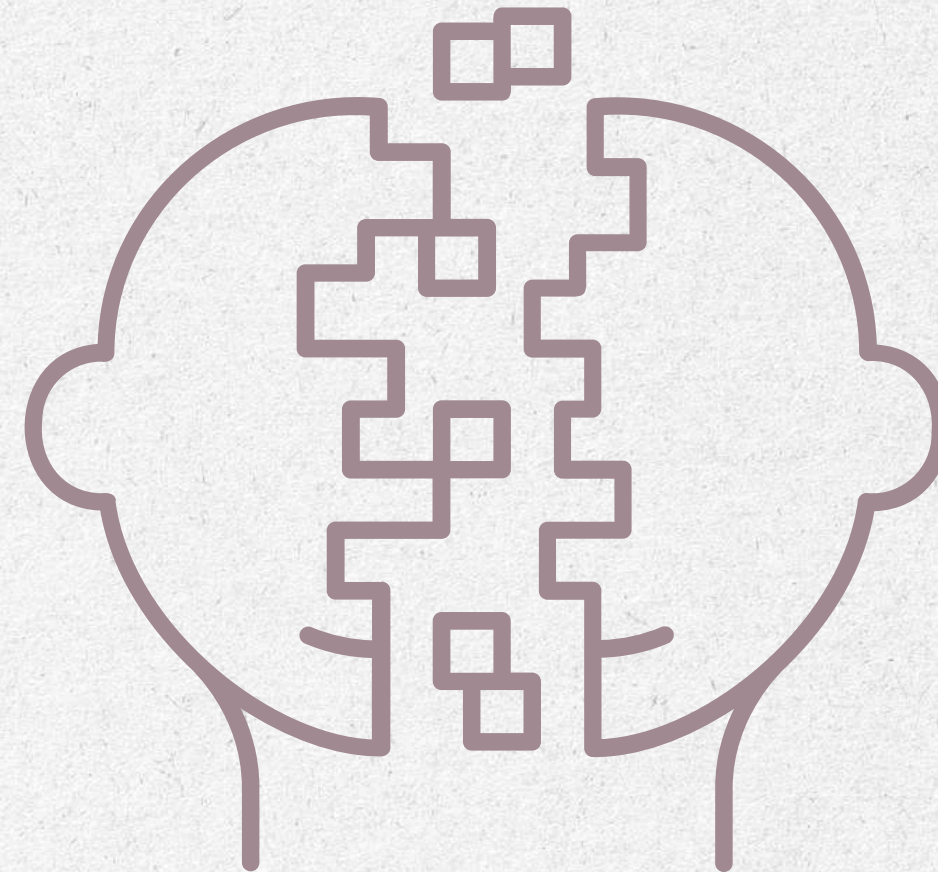
INSTRUMENTAL self



A channel for expression,
effortless impact,
transformation flow through.



In this live Masterclass we
will be focusing on
FRAGMENTED self



FRAGMENTED SELF



From Reaction → Recognition

Objective

To help you see the patterns instead of being driven by them.



Indic Anchor

प्रकृतेः क्रियमाणानि गुणैः कर्माणि सर्वशः ।
अहङ्कारविमूढात्मा कर्ताहमिति मन्यते ॥

Shrimath Bhagavad Gītā 3.27

prakṛteḥ kriyamāṇāni guṇaiḥ karmāṇi sarvaśaḥ |
ahaṅkāra-vimūḍhātmā kartāham iti manyate ||

(Source: Gita Super site, IIT Kanpur)

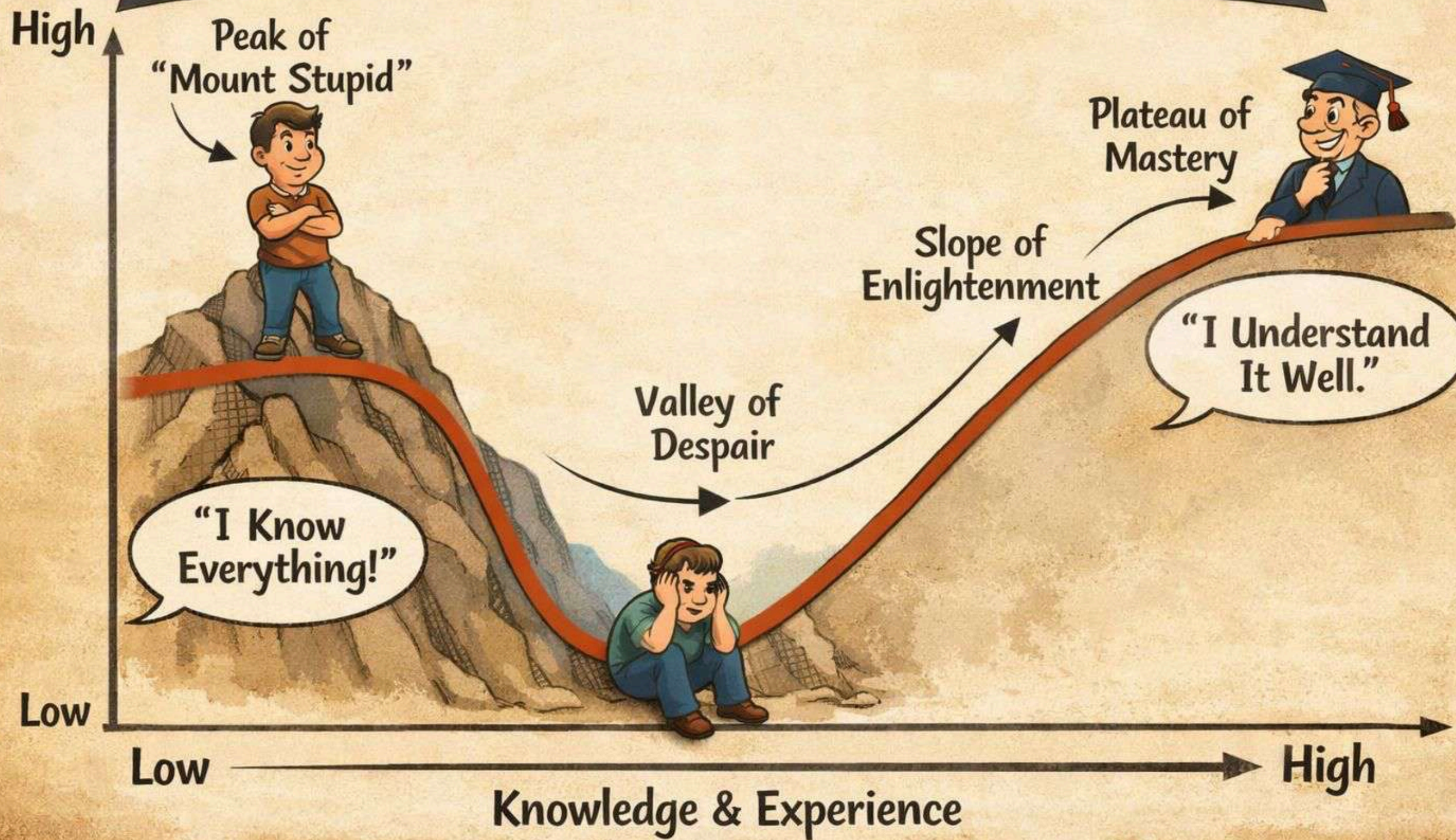


Concept

Saṁskāra (conditioning)



The Dunning-Kruger Effect



Practice 1 - Pause practice (3x daily)



- **Stop**
- **Breathe**
- **Name the state**



Practice 2 - Trigger mapping



**Notice recurring
emotional triggers.**



My personal worksheet

1. What situations repeatedly trigger me?

2. What do I usually feel → think → do in that moment?

3. What belief might be underneath this pattern?



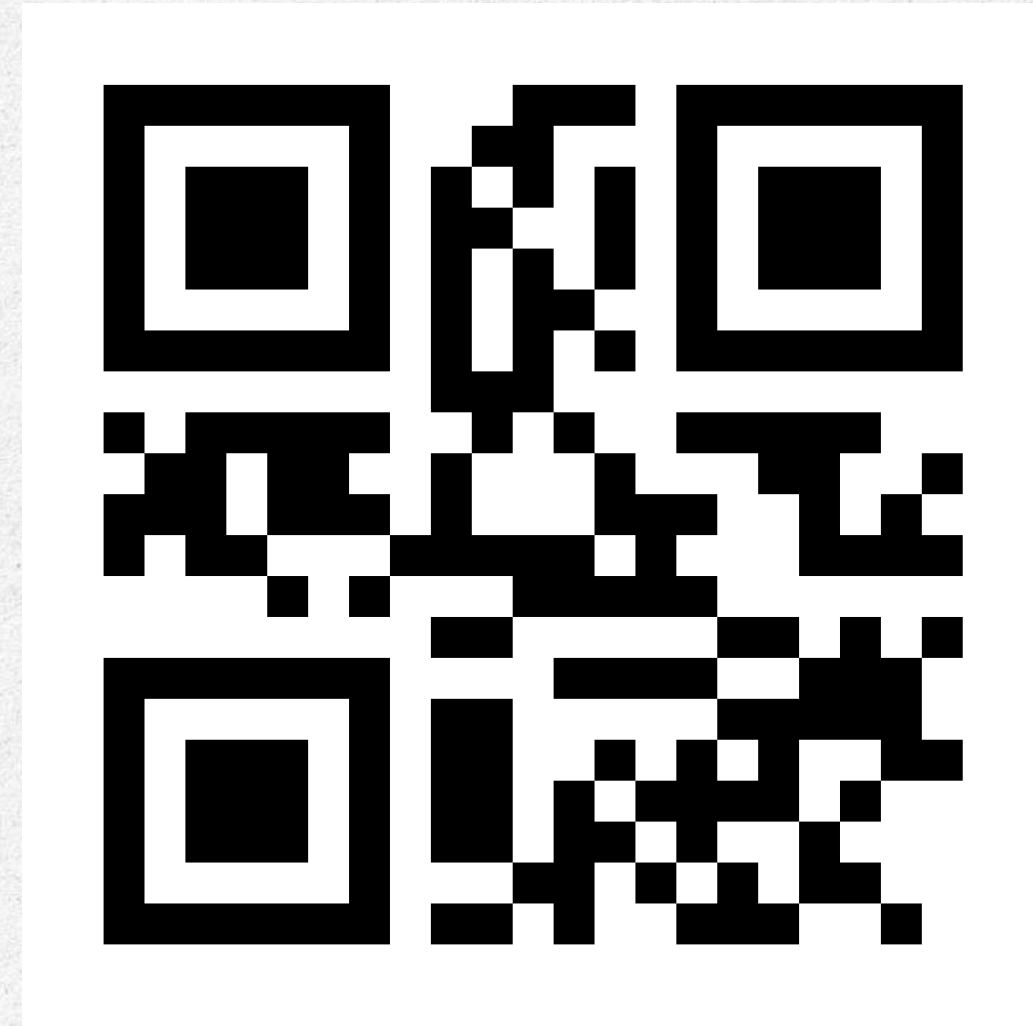
Use this tool: Pattern loop mapping

Trigger → Emotion → Thought → Action → Outcome





AUM Framework to be fearless



coachness.org

