

## Jeff M. Bauman, Psy.D. P.A., and Associates

Welcome to my coaching practice. This document and attachments constitute a contract between us (the "AGREEMENT") and you should read it carefully and raise any questions and concerns that you have before you sign it.

The services to be provided are coaching or tele-coaching as designed jointly with the client. The fee for the **initial assessment is 225 dollars** and once a plan is agreed upon, coaching sessions will be charged at the rate of **135 per 30-minute session**. Professional time spent outside of coaching sessions, including, but not limited to, between session phone calls or email exchanges, report writing, reading or reviewing documents, will be billed on a prorated basis rounded up to the nearest tenth of an hour. If I am required to attend meetings outside of the offices, you will be expected to pay for all time spent in traveling to the location of such meetings. Fees for coaching sessions are due at the time of service. Failure to pay fees will result in termination of service. Vocational and similar testing is available for 135 per test.

You are required to give 48 hours notice, if you need to cancel or change the time of an appointment otherwise, after the second such incident, all future such cancellations will be charged in full. I agree that every effort will be made to reschedule sessions, which are cancelled in a timely manner.

Either party may end the relationship by providing the other party with one week's written notice, which may be transmitted by email or by fax.

### Coaching & Psychotherapy

In addition to being a coach, I am also a licensed psychologist in Florida with training and experience in diagnosing and treating emotional problems. While there are some similarities between coaching and psychotherapy, they are different activities and it is important that you understand the differences between them. **Psychotherapy is a health care service** and is usually reimbursable through health insurance policies. This is not true for coaching. **Coaching is NOT a health care service** and is not reimbursable through your health insurance. Both coaching and psychotherapy utilize knowledge of human behavior, motivation and behavioral change and interactive counseling techniques. The major differences are in the goals, focus and level of professional responsibility.

The focus of coaching is development and implementation of strategies to reach client identified goals of enhanced performance and personal satisfaction. Coaching may address specific personal projects, life balance, job performance and satisfaction or general conditions in the clients life, business, or profession. Coaching utilizes personal strategic planning, values clarification, brainstorming, motivational counseling, time-management, organizational, and other counseling techniques.

The primary foci of psychotherapy are identification, diagnosis and treatment of mental and nervous disorders. The goals include alleviating symptoms, understanding the underlying dynamics which create symptoms, changing dysfunctional behaviors which are the result of these disorders and developing new strategies for successfully coping with the psychological challenges which we all face. Most research on psychotherapy outcomes indicates that the quality of the relationship is most closely correlated with therapeutic progress. Psychotherapy patients are often emotionally vulnerable. This vulnerability is increased by the expectation that they will discuss very intimate personal data and expose feelings about themselves that are understandably sensitive about. The past life experiences of psychotherapy patients have often made trust difficult to achieve. These factors give psychotherapists greatly disproportionate power that creates a fiduciary responsibility to protect the safety of their clients and to "above all else, do no harm."

The relationship between the coach and client is specifically designed to avoid the power differentials that occur in the psychotherapy relation and therefore presents less risk. The client sets the agenda and the success of the enterprise depends on the client's willingness to take risks and try new approaches. The relationship is designed to be more direct and challenging. You can count on your coach to be honest and

straightforward, asking powerful questions and using challenging techniques to move you forward. You are expected to evaluate progress and when coaching is not working as you wish, you should immediately inform me so we can both take steps to correct the problem. Like any human endeavor coaching can involve feelings of distress and frustration that accompany the process of change and coaching cannot offer any guarantee of success.

Because of these differences, the roles of coach and psychotherapist are often in potential conflict and I believe that, under most circumstances, it is ethically inappropriate for one to play both roles with a client, whether concurrently or sequentially. Positive change is difficult enough without having to worry about role confusion. This means that if either of us recognizes that you have a problem that would benefit from psychotherapeutic intervention, I will refer you to appropriate resources. In some situations, I may insist that you initiate psychotherapy and that I have access to your psychotherapist as a condition of my continuing as your coach.

It is also important to understand that coaching is a professional relationship. While it may often feel like a close personal relationship, it is not one that can extend beyond professional boundaries both during and after our work together. Considerable experience shows that when boundaries blur, the hard won benefits gained from the coaching relationship are endangered.

#### Confidentiality

As a licensed psychologist, I am ethically and legally bound to protect the confidentiality of our communications. I will only release information about our work to others with your written permission or if I am ordered to do so by a courts order. There are some situations in which I am legally obligated to breach confidentiality in order to protect others from harm. If I have information that indicates that a child or elderly or disabled person is being abused, I must report that to the appropriate state agency. If a client is an imminent risk to him/herself or makes threats of imminent violence against another, I am required to take protective actions. These situations are quite rare in coaching practices. If such a situation occurs in our relationship, I will make every effort to discuss it with you before taking any action.

As you are no doubt aware, it is impossible to protect the confidentiality of information that is transmitted electronically. This is particularly true of e-mail and information stored on computers, which are connected to the internet which do not utilize encryption and other forms of security protection.

When sessions are conducted in a group format. By signing this AGREEMENT, you commit yourself to maintaining the confidentiality of all of information communicated to you by other coaching clients and by your coach. We understand that progress is often enhanced when clients are allowed to discuss their coaching relationship with trusted colleagues and friends. You can have these discussions by being careful not to share any information, which would allow others in the group to be identified. You are expected to be very careful in such conversations. One way to decide how and what to discuss is to think about how you would feel if someone else in the group were discussing you.

Dispute Resolution: Any controversy or claim arising out of or relating to this agreement or the breach thereof, shall be settled by arbitration to occur via telephone by a mutually agreed on arbitrator. The costs of the arbitration shall be borne by the losing party.

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Signature of coaching client or legal representative

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Date

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Printed name of client/legal representative

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Jeff M. Bauman