



Coaching in Times of Increasing Change and Uncertainty

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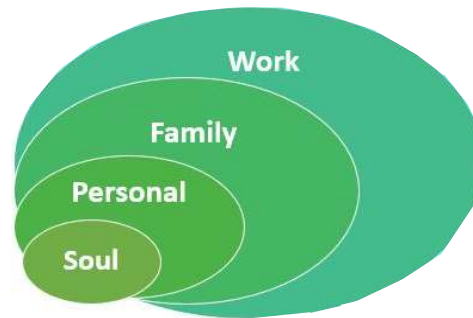
In our initial training, we learn how to support clients as they move through personal changes and transitions.

Soul – Relationship with self, including new dreams, goals, values, purpose, identity, spiritual beliefs

Personal - Physical changes, emotional changes
lifestyle changes, financial changes

Family - Family of origin, partner, children, friends

Work - Career changes, promotions, retirement



Every change has **uncertainty** baked into the journey.

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However, recently, the level of uncertainty has intensified.

Large-scale collective events are touching lives at a **faster rate** with **increased intensity**.

Shifts in media make us more aware of the changes and events happening in our own regions and around the world in real time, 24/7.

What does this mean for your coaching practice?

What you were supporting your client with last week **may not be the most salient situation in their life this week...even if they aren't touched by the event themselves.**

This shift in focus can happen out of the blue and may change the trajectory of your work together. *Are you ready to make this pivot with grace and compassion?*



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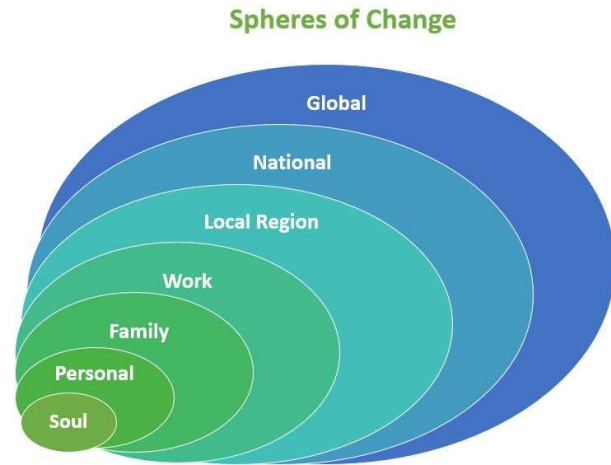
High Uncertainty Events

beyond our control and beyond our own lives
are filtering into **our** experience and
our clients' experience of change.

Regional – Changes in a **neighborhood, town, or region**
– natural disaster, economic turn, environmental toxins

National – Changes that impact an **entire country**
– policy changes, economic changes, social justice

Global – Changes that **impact the world**
– pandemic, climate changes, war



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As coaches, therapists, and counselors, we have good reasons to feel out of our depth in these situations.

We have **not received much** or any **training about changes** of this scope and magnitude.

Nor are we **trained to support clients experiencing this much uncertainty.**

To support our clients in this new era increasing change and uncertainty,

We must update our knowledge, understanding, vocabulary, and training about all spheres of change.

We must expand our awareness of how collective events impact our clients.

We need to be prepared to pivot the focus of our work at a moment's notice when life happens unexpectedly for our clients.



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Important Realization #1:

Your clients may be **responding to changes beyond the transition they bring into your session...and not know it!**

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**Clients don't always realize** that their experience is deeper, more intense, and harder due to co-existing transitions and increased uncertainty.

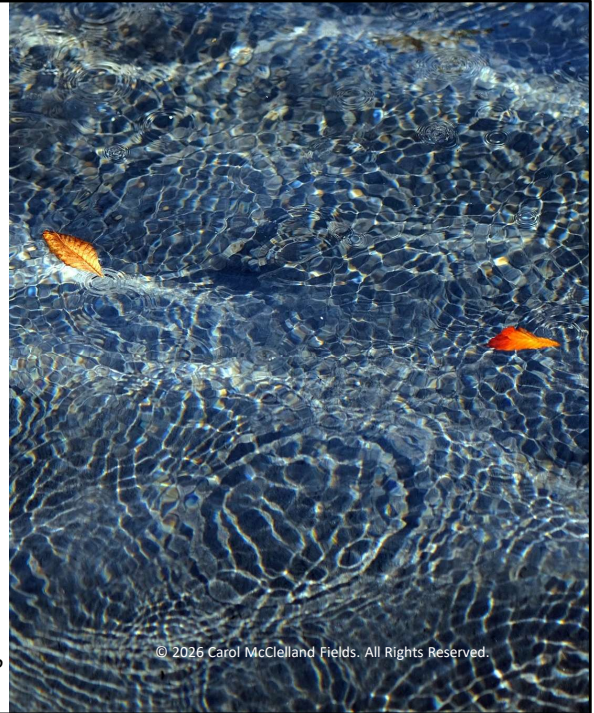
**Pretending outside influences don't exist** doesn't help your client nor your ability to work with your client effectively.

Everything is interconnected these days. **Keeping our focus on a defined silo does a disservice to our clients.**

**Expanding the conversation** to name other potential contributors brings **relief and insight to the client.**

**Extend their perspective with a question.**

- *There's a lot going on in your life and the world. Is there anything else contributing to your angst and worry at this time?*



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### Client Example:

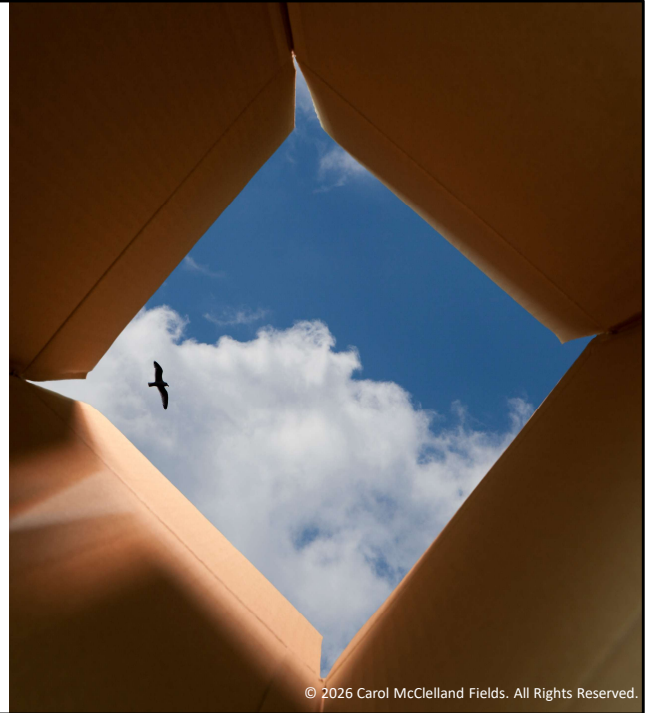
In 2020, a coaching student worked with a client who was **experiencing significant stress and concern**.

The coach brought the **Spheres of Change diagram** into the conversation to see if something else was at play.

**Understanding the source** of her anxiety brought her relief. Especially when she realized that **some of her anxiety wasn't not hers to solve at all**.

- **Uncertainties during the early phases of the pandemic**
- Uncertainty about whether she would **retain her health insurance**.

By seeing the full picture, **both the client and the coach had a more realistic perspective** about what was going on. From there, they brainstormed viable strategies could use to work with her stress.



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### Important Realization #2:

It's essential to acknowledge that your client's transitions **are impacted by the ripple effects of the changes their loved ones and the collective are experiencing.**

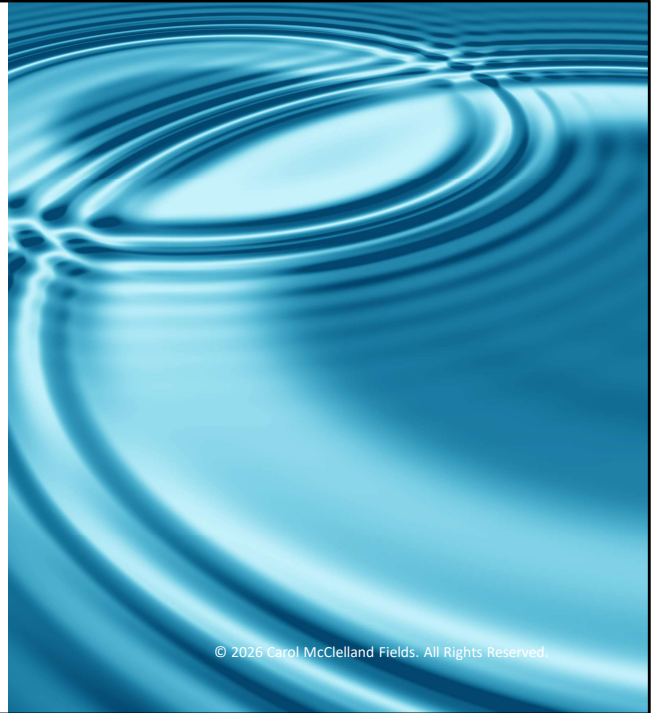
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Anxiety may be amped up **by loved ones' changes:**

Worrying about a senior parent, a child away at school, a friend going through a difficult divorce, a relative in the military, a sibling looking for a job, a spouse dealing with a health challenge.

Emotions due to the **impact of regional, national, or global events on loved ones or others.**

Although these stories may not seem relevant at first, **keep listening with empathy** until you understand the role they play in your client's experience.



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Important Realization #3:

The power of collective transitions impact our clients **directly, vicariously, and indirectly.**

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Depending on the situation, the broader collective Spheres of Change may impact your client:

- **Directly** – the key event **happens to your client.**
- **Vicariously** – the **event impacts your client's loved one.**
- **Indirectly** – Your client is not impacted by the event themselves, their loved ones aren't impacted, and yet they still **feel the weight of the event emotionally.**



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#### Important Realization #4:

When life happens quickly, you need to shift with your client – **possibly into territory that is not your usual expertise.**

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Sometimes clients show up for a session in a **very dysregulated state.**

- **Comforting** a client who has just received a call with news of a loved one.
- **Honoring** the intense grief after a loved one dies
- **Acknowledging** the shock of a new diagnosis
- **Witnessing** a client's story about a loved one who is evacuating

Your first focus is to listen with **empathy and compassion.** Telling their story to someone who cares can help them process and begin to feel grounded.



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How to Increase Your Ability to Pivot on Short Notice:

- Familiarize yourself with the **phases** of the change journey
- Learn **what to notice**
- Develop a broader, more nuanced **vocabulary** around change
- Determine, on the fly, **what to do next**
- Understand the **detours** that may take your client off track
- Realize that your **client's timeline** may change
- Know **what to expect** at different phases
- Discern what your **client needs** during the phases of their journey
- Create a **healing culture around change** in your sessions
- Know how to **refer** your client when circumstances call for this



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Important Realization #5:
It's essential to tend to yourself when events
-- both personal and collective -- rock you to your core.

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If you are navigating your **own personal or professional transitions** or integrating **shocking collective events**

- When are you /aren't you **available to work** with clients?
- When is it **best to refer** your clients to someone else?
- When do you need to **take a small pause** or a longer period?
- When is it **appropriate to show up** with your clients when you are experiencing the same collective event?
- How do you **model compassion and what's normal after shocking situations**?

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## Coaching Clients in Uncertain Times

• Summer 2026

- Understand how **high uncertainty** alters the way we change.
- **Enhance your ability to talk about changes** of this magnitude.
- **Discover the phases** your clients are likely to experience.
- **Learn ways to support clients** in seeing where they are.
- Uncover ways to support others **when you are feeling unsettled and unmoored by the same sources of uncertainty.**

## Seasons of Change

Fall 2026

- Increase your understanding of Change.
- Discover **the nature-inspired model: The Seasons of Change.**
- Learn about the **four Seasonal Arcs** and the corresponding Goal, Signs, Activities, Detours, Skills of each phase.
- Discover the notion of **Choosing to Change**
- **Discern what season a client is in.**

*You can take these courses in any order.*