

BUILDING RAPPORT WITH THE SOLER MODEL IN COACHING

WHAT IS SOLER?

The SOLER model is a communication framework designed to enhance rapport and understanding through non-verbal cues. Developed by Gerard Egan, SOLER focuses on key aspects of body language during interactions.

COMPONENTS OF SOLER

S - Square Off: Position yourself squarely in relation to the person you are communicating with. Directly face them and maintain good eye contact to demonstrate non defensiveness and attentiveness.

O - Open Posture: Keep an open and relaxed posture to create a sense of comfort and receptivity. Avoid gestures that may be perceived as defensive or closed-off.

L - Lean In: Gently lean towards the person to show interest and engagement in the conversation. This signals that you are actively listening and invested in what they are saying.

E - Eye Contact: Make appropriate eye contact throughout the conversation. Eye contact is an important aspect of non-verbal communication and rapport building.

R - Relax: Stay relaxed and natural in your posture and behaviour. Tension or stiffness can be perceived as discomfort or disinterest. A relaxed attitude will help create an atmosphere of trust and ease.

BENEFITS OF THE SOLER MODEL

- **Establishes Trust:** Non-verbal cues demonstrate a sense of openness and willingness to engage.
- **Positive Atmosphere:** Creates a supportive environment for collaboration.
- **Improved Communication:** Enhances the clarity and effectiveness of your message.
- **Enhanced Listening:** Demonstrates active engagement and attentiveness.

LIMITATIONS OF THE SOLER MODEL

- Gestures and postures may be interpreted differently in diverse cultural contexts.
- Doesn't address neurodiversity.
- Relying solely on non-verbal cues may overlook verbal nuances.
- Strict adherence to SOLER in all situations may feel unnatural or forced.

The SOLER model is a powerful tool for coaches to enhance communication, build trust and create a positive coaching environment.

The key is is mindful application - understanding its benefits and limitations ensures adaptability for a range coaching scenarios.