

Coaching Levels of Complexity

Adapted from: Jaques, E., & Clement, S.D. (1991). *Executive leadership: A practical guide to managing complexity*. Arlington, VA: Cason Hall.

Information Complexity

Third-level abstraction
Of universals

**Strategic
Coaching**

Second-level abstraction
Of concepts

**Identity
Coaching**

First-level abstraction
Of verbal variables

**Behaviour
Coaching**

Concrete things

**Skills
Coaching**

Declarative

Cumulative

Serial

Parallel

Cognitive Processing