



NAS Coworker Coaching Policy as of June 1, 2026

When multiple people from an organization participate in NAS Coaching, NAS Coaches are permitted and required to disclose if they are working or in chemistry calls with a known coworker. This disclosure will include only the names of the current or potential clients, and where applicable, the format of the coaching (e.g. individual coaching or Peer Exchange Groups - PEGs). All else will remain in strict confidence. Doing so prevents colleagues from unknowingly working with the same coach.

It is our general recommendation that coworkers select different coaches from the NAS Coaching Roster for individual coaching. We do so because:

1. This expands the team's exposure to more perspectives and skillsets
2. Each client has a coach that is wholly their own, and isn't also hearing about organizational and/or interpersonal matters from coworkers

That said, we know that sometimes multiple people from an organization do choose to work with the same coach, perhaps because of experience, fit, or availability. If this is the case for your team, please know that our coaches are experts at holding confidentiality for *all* clients, and that confidence of all matters discussed in session will be maintained regardless of coworker status.

For those that signed up prior to the formalization of this policy in June of 2026, such matters were handled at the discretion of the coaches and with support as needed from the NAS Coaching Team.

For any questions or concerns, please reach out to Joan Vorderbruggen, NAS Lead Coach (1:1 Coaching), at joan.communityarts@gmail.com.