

This diploma work deals with the importance of coaching in relation to the professional growth and development of employees in the context of work and organizational psychology. The first theoretical part focuses on the field of work and organizational psychology, the professional development of employees and specifies coaching as a method of development of human potential compared to other methods. Elaborated are the topics of the definition of coaching, its rise and development, its utilization, benefits, limits and its barriers are elaborated. The process of coaching itself is described. Attention is given to the psychological aspects of coaching, specific psychological approaches applied in coaching, the selection of a coach and his competencies, abilities and characters. The accredited systems of development and certification of coaches are mentioned. Attention is also given to supervision in coaching, to the ethical aspects of coaching and the conclusion of the first part focuses on the effectiveness of coaching in relation to work performance.

The second practical part of the work is devoted to empirical research on the effects of coaching on clients. Its quantitative and qualitative model inquires into the opinions of clients, who passed through the process of coaching. The research accents the aspects of bringing the private personal themes into the coaching for work performance and the differences between the coaches academically educated in discipline of psychology and other coaches.