

ICF CONVERGE

OCTOBER 23-25, 2025 • SAN DIEGO

This handout summarizes key research and trends shaping the future of immersive coaching. Use it to reflect on how VR/AR might enhance your practice.

VR/AR Impact on Coaching: Key Stats

Coaching Engagement

A 20-30% increase in coaching engagement has been observed when using VR/AR technology, according to Kaplan et al. (2020). This increase is attributed to the immersive and interactive nature of VR/AR, which enhances the overall coaching experience.

Confidence

A study by Bi et al. (2025) found that study participants gained confidence from using VR. This improvement was measured through pre- and post-coaching session surveys, where participants reported higher levels of confidence in their skills after engaging with VR-based coaching.

Skill Mastery

A leader practiced conflict resolution in VR. Post-session surveys showed a 70% confidence gain. The immersive experience helped the client reflect on emotional triggers and decision-making style. AR tools have been shown to boost skill mastery and improve coaching outcomes, as demonstrated by Ariansyah et al. (2024). For example, AR simulations allow coaches to provide real-time feedback during practice sessions, leading to more effective skill acquisition and refinement.

Future of VR/AR in Coaching

Trends (Next 5 Years)

By 2030, immersive coaching will be personalized, ethical, and globally connected. AI-driven AR will tailor feedback, and platforms like MootUp will enable cross-cultural coaching. **Virtual coaching sessions** are set to expand, improving remote accessibility and enabling broader client engagement. AI-driven AR will provide tailored and adaptive guidance, creating personalized coaching pathways. Research may soon unlock the potential for cross-cultural coaching through VR/AR platforms.

Consider how VR/AR can enrich sessions with diverse clients, offering immersive experiences that bridge cultural gaps. Propose ethical solutions that address accessibility and privacy to support the responsible and widespread adoption of these technologies.

Reflection

Reflect on how AR/VR integration might transform your coaching practice by 2030. Consider how these technologies can enhance client engagement, provide personalized coaching experiences, and improve overall coaching outcomes. What specific strategies can you implement to integrate AR/VR into your coaching practice? How might immersive coaching transform your practice by 2030?

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Notes:

Discussion

1. How could VR/AR enhance your coaching sessions with diverse clients?

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2. What ethical solutions (e.g., accessibility, privacy) can you propose for widespread adoption?

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3. How might the integration of this approach shape your coaching practice by 2030?

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4. What's one small step you'll take to explore immersive coaching?

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Thank you for exploring the future of coaching.