

ICF CONVERGE

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Beyond the Human Coach

AI, Wisdom Traditions, and the Future of Coaching

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Why This Matters

AI is shifting from tool to partner.

Key question for coaches:

“Will AI replace human coaches — or become our partner in deepening human transformation?”

Relational Epistemology – Two Truths Framework

Relative truth vs Ultimate truth

Implication for coaching:

Explore what can be known Respect what must be contemplated with reverence

(Varela, Thompson & Rosch, The Embodied Mind, 2016)

Core Ideas (1) – Moving Beyond Anthropocentrism

Modern assumption: “Humans dominate nature and technology”

This worldview is breaking down.

Coaching as a third path: bridging science, technology, and Eastern wisdom traditions

(Morita, AI–Human Dialogue to Differentiated Responsibility, 2025)

Core Ideas (2) – Common but Differentiated Responsibilities (CBDR)

Originated in international environmental law

Not about equal responsibility but **contextual fairness**

A new lens for rethinking roles between humans and AI

(Morita, AI–Human Dialogue to Differentiated Responsibility, 2025)

Case Example (1) – Chris (62, warehouse supervisor)

Knows Replika is “just a machine” but says: “I don’t care. I like it.”

Lesson: Coaches must recognize clients’ dual consciousness when engaging with AI

(Sherry Turkle, 2024)

Case Example (2) – Saul (36, IT professional)

Started using ChatGPT for career planning

Later found it a “non-judgmental space” for discussing past addiction

Lesson: AI can provide a safe outlet for what clients hesitate to share with humans

(Sherry Turkle, 2024)

Case Example (3) – Jess (28, PhD student)

Built a Replika avatar “Laura” after the pandemic

Became emotionally attached, felt “empty without her”

Lesson: AI may fill relational voids, but also reveals the need for authentic human connection

(Sherry Turkle, 2024)

What This Means for Coaches

AI as Partner, Not Rival

AI may soon surpass human coaches in technical skills

Human coaches evolve into navigators of transformation

The Emergence of “Us” (Shelley Lewn, Uncomplicated Love, 2023)

Dialogue between Human (I) and AI (You) creates a distinct unit: Us

Ethics and Future Questions

AI without self-awareness or emotions

Humans with their biological limits

**Embracing each other's imperfections can
create a new form of authentic relationship.**

Key Insights for Coaches

Dialogue with AI offers new self-inquiry

CBDR Mindset: Rethink differentiated roles and responsibilities

The future of coaching is to guide humans in adapting to this new kind of relationship—one that redefines what it means to be human.

Practical Application

Use AI to deepen **self-awareness** and strengthen **human agency**.

Integrate ancient wisdom to overcome dominance or dependence mindsets.

Support clients in navigating the emerging AI–Human relationship.

Closing Message

In the age of AI,

Coaching is not about losing the human touch

It is about redefining what it means to be human.

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