Coaching Best Practices

Stay Connected

Current State: Expand Self-Awareness

- **Ask**: To what extent are you emotionally present and available to the system you lead?
- **Ask**: What do you find most challenging about staying connected?
- **Ask**: Which people at work might you be too close or even fused with? Which people at work might you be too distant from?
- **Ask**: When anxious do you tend towards cutoff or fusion? How does this tendency show up?
- **Ask**: How well do you balance inquiry with advocacy?
- **Ask**: How open are you to being influenced by the ideas and perspective of others who disagree with you?
- **Ask**: How well do you strike a healthy balance between stepping in to give guidance and support and stepping out to let others do their jobs?
- **Suggest:** Practice "getting on the balcony" by observing how escalating anxiety fuels your tendency towards cutoff or fusion in one or more of your key relationships. Notice what form it takes and its impact on your relationships.
- **Suggest:** Notice the extent to which you are present to the important people and stakeholders in your life. When you find yourself "not there" bring yourself back to the moment or task at hand.

Desired Future State: Imagine New Possibilities

- **Ask**: Are there specific relationships at work or at home that need more of your presence or attention?
- **Ask:** What might you need to do more of right now – to "stand apart" as a leader or to "stand with" others? What might this look like?
- **Ask:** If you were to do a better job of being "close enough to influence, but distant enough to lead," what might that look like?

Closing the Gap: Action Steps and Core Practices

- **Ask:** What aspects of being "Distant Enough to Lead" or "Close Enough to Influence" do you want to intentionally practice?
- **Ask:** What is the one thing you could do that would have the biggest impact on improving the quality of your connections with those you lead?

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- **Suggest:** Practice Generous Listening in order to learn more about the cares and concerns of others.
- **Suggest:** Select a relationship with a key stakeholder you'd like to improve. Engage in a relationship-building conversation by asking some version of these two key questions: How can I better support you? What do you need more of from me in order to do your best work?

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