

WORKSHOP

A PEEK BEHIND THE CURTAIN

A look inside the professional coaching relationship



**Bryan
Stallings**

GATHERING ACTIVITY (start now)

- Review the questions on your table:
 - Discuss the questions and your answers.
 - What are you curious about? Ask!



**Jessica
Guistolise**

Who are we?



What are we doing today?

Crossing
Edges

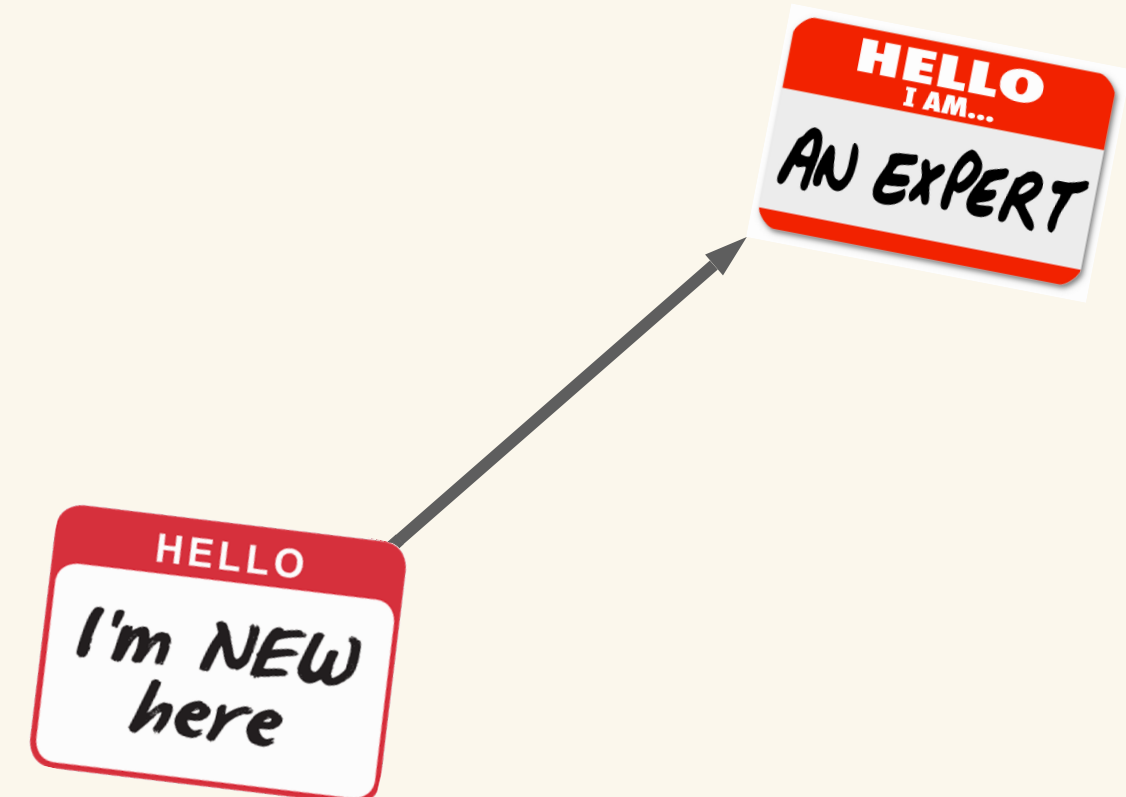
Levels of
Listening

Values
Awareness

Powerful
Questions

(If you are new to professional coaching or are looking to bring coaching in, these are a few of the first coaching skills / tools you will need.)

Who is in the room?





Team outing



First Agile Transformation (2017)



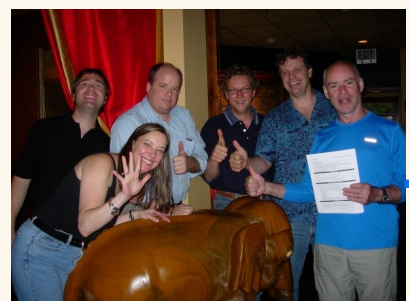
Essex Retreat Center (2018)



Finding my tribe!



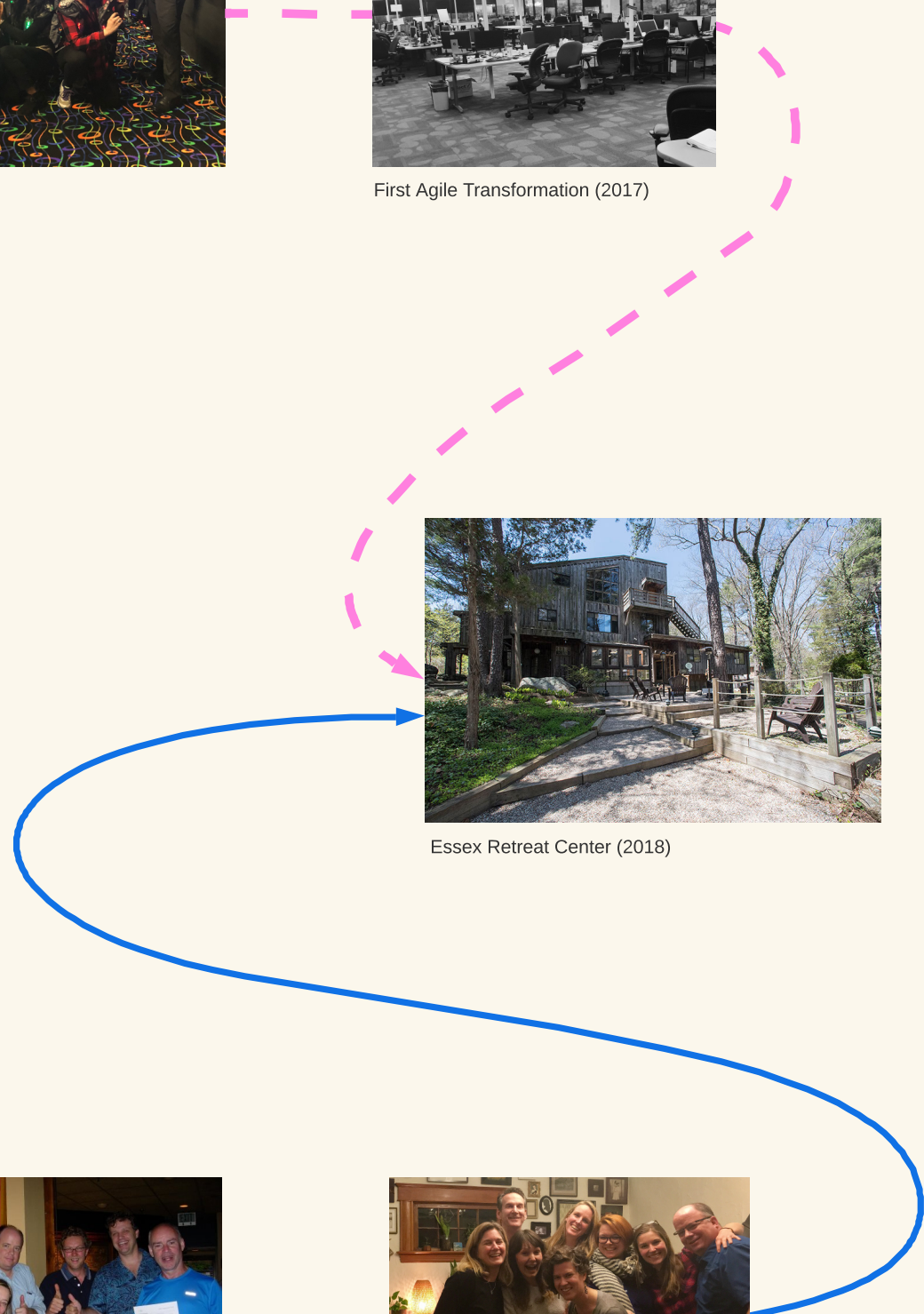
Lunch time at Agile Boot Camp!



Minneapolis Scrum Gathering (2006)



CTI Professional Coaching Cohort (2017)



The coaching demo starts in 5 minutes... How would you respond?

**"Will you be the
demo client?"**



"Put me in coach!"

"I'm nervous but willing."

"I need to think about that..."

"I hope you have a backup!"

"Yikes! Hard pass..."

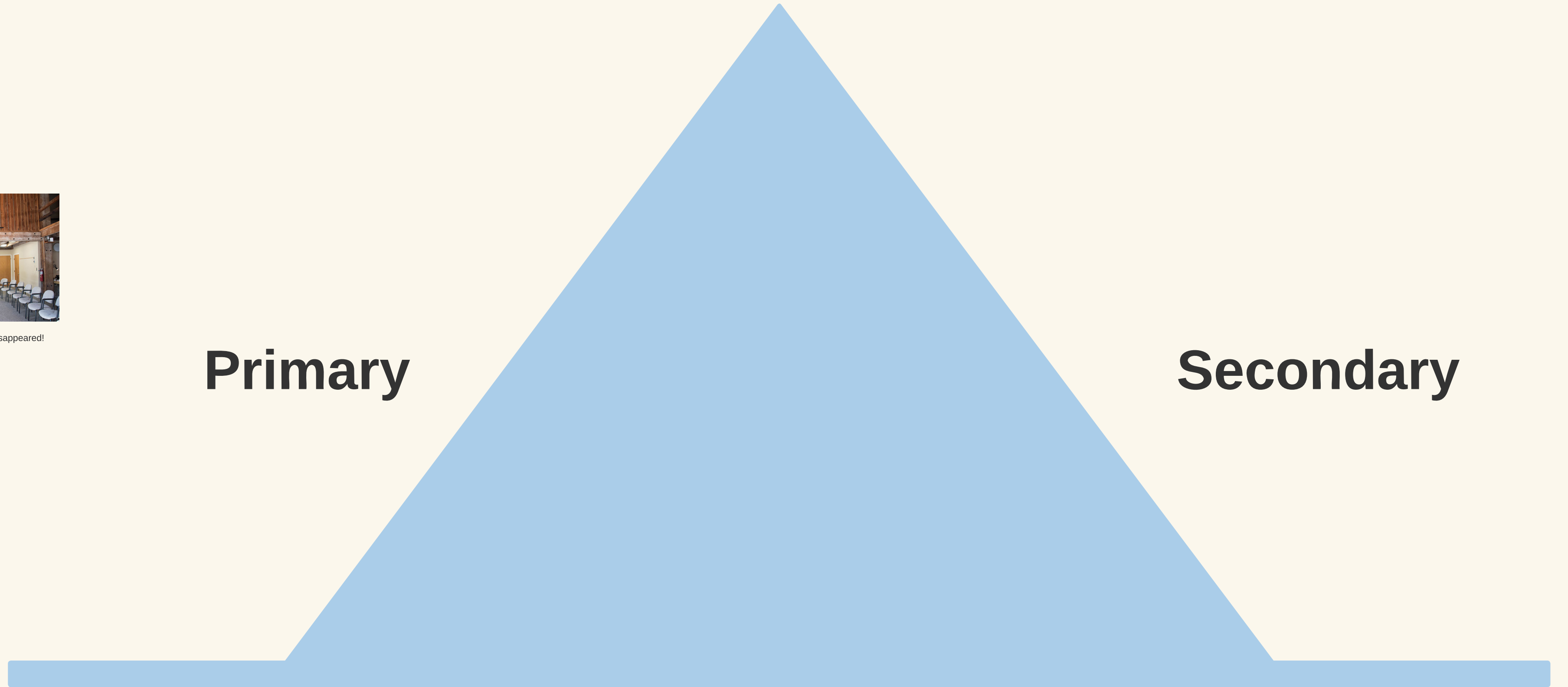
The "Edge"



It's like everyone in the room disappeared!

Primary

Secondary



JUSTICE LOVE
 NOT MAKING ASSUMPTIONS
 COMMUNITY EMPOWERMENT SYSTEM THINKING
 INTERDEPENDENCE PARTICIPATORY GRANT MAKING
 DIGNITY GENEROSITY OPEN MINDED RECEPTIVITY TO NEW IDEAS
 ACCOUNTABILITY SOVEREIGNTY AUTHENTICITY CONNECTION TO PLACE
 COOPERATION HUMILITY & INTEGRITY FUN & JOY CURIOSITY
 LEADERSHIP DEMOCRATIC EMPOWERMENT KINDNESS ROOT CAUSES
 RESILIENCY LAND AND WATER
 COLLABORATIVE SPIRIT COMMUNITY HEALTH EQUITY
 HOSPITALITY CREATIVITY SERVICE-BASED LEADERSHIP PEOPLE-CENTERED
 LIFTING UP STORIES GRACE COLLABORATIVE SPIRIT POWER ANALYSIS
 CARE & TRULY LISTENING RECIPROCITY COMMUNITY RESILIENCY
 YOUTH EMPOWERMENT
 NATIVE AMERICAN COMMUNITIES LISTENING FOR UNDERSTANDING
 RACIAL EQUITY MEANINGFUL ENGAGEMENT
 ENVIRONMENTAL JUSTICE RELATIONSHIPS INCLUSIVE
 HELPFULNESS HONESTY

Core Values Exercise

1. To investigate what's truly important to you, consider the questions below. Write down your thoughts.
2. Discuss the questions and the values that you are uncovering.

What motivates me to get up in the morning?

Why am I bothered by what bothers me?

Why do I long for what I long for?

When am I happy?

Why do I do the work I do?

Why do I admire whom I admire?

Level 1 Listening



Instead of listening, I am...

- In my own head
- Looking for an opportunity to speak
- Likely misunderstanding them

In my thoughts I am...

- Wondering what this has to do with ME!
- Planning my response
- Remembering my own parallel stories

Level 2 Listening



I am listening and focused on THEM!!!

- I am motivated, attentive and engaged

My thoughts are on...

- What are they conveying?
- What are they saying and feeling?

My wild curiosity erupts!

Staying at Level 2



Notice when your listening shifts to Level 1

- It will happen often
- This is normal, no need to make it wrong

Strengthen your "shift muscle"

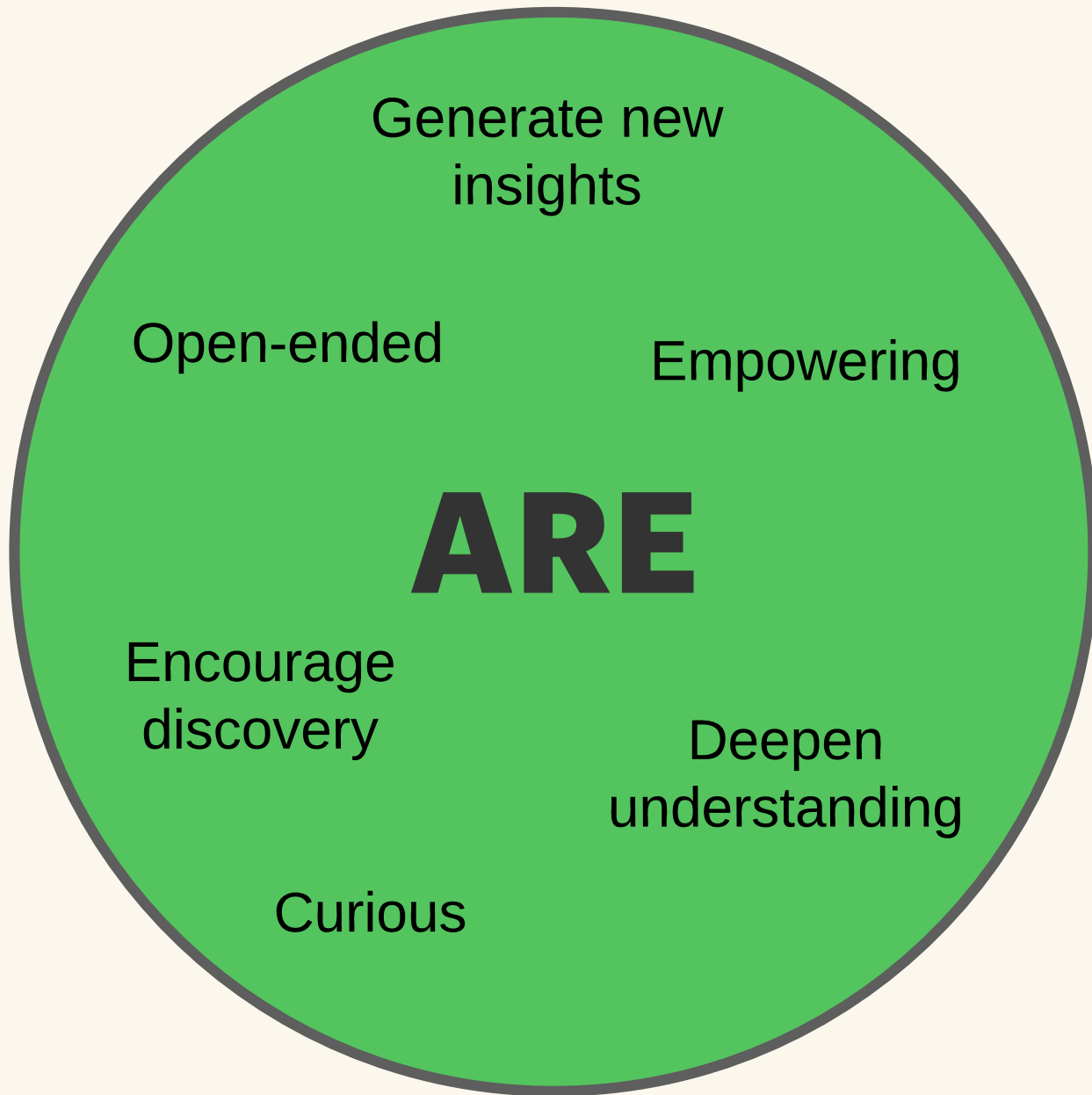
- What helps you shift back to Level 2?
- What helps you to remain longer at Level 2?



Powerful questions are provocative queries that put a halt to evasion and confusion.

These generally are open-ended questions that create greater possibility for insights and fresh perspectives.

Powerful Questions...



Examples of powerful questions:

What would it look like?

If you got it, what would you have?

Who would you get to be?

What else?

What might be possible?

What here do you want to explore?

What is the part that is not yet clear?

What do you want?



Lucid

A Peek Behind the Curtain

A look inside the professional coaching relationship

Speakers: Jessica Guistolise & Bryan Stallings

Call to Action:

What are you aware of now, that you weren't when we started?

What action will you take from what you have learned or experienced here?

How will you know?

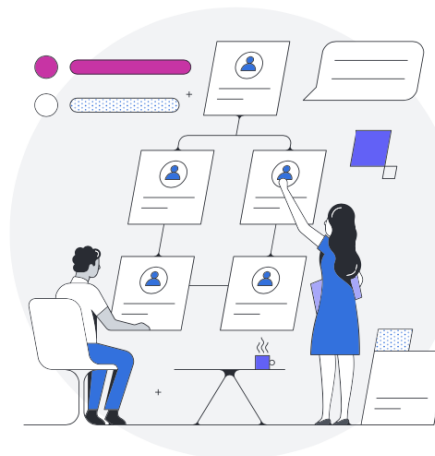
How will you be held accountable?

I will (action)... so that (outcome)...

I will...
so that...

I will...
so that...

I will...
so that...



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See and build
the future

Never leave home without a *purpose*



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