

Resilience Coaching – useful tools and approaches

Ideas and Approaches for working with Resilience Loss	
1	<p>Loss of confidence</p> <p>Limiting beliefs timeline / Resourceful states / Time to think Amy Cuddy – Visualisation -physiological state Power questions – journaling Values hierarchy – outcomes – confidence in area Growth mindset – noticing reflecting Perceptual positions with a person practice Self-awareness work – drivers, strengths finder etc</p>
2	<p>Unable to manage emotions</p> <p>Using resourceful timeline (empowering – help the coachee feel what they felt) Use of ‘tell me more’ – what impact did that have on you / others Noting avoidance Use of Y-junction (ham it up!) – provoke a reaction Active listening Using emotional landscape – noting that work goes on for the client even if they don’t say it / share it in a session How to manage coachees that are crying in a session?</p>
3	<p>Loss of Flexibility</p> <ul style="list-style-type: none"> - Discussion about what they notice about their behaviour now and previously (before loss of flexibility). A reflective exercise on noticing the differences in behaviour. - In the context of leadership - use leadership styles to discuss different approaches in terms of flexibility and the pros and cons of each, in which situations may each style be appropriate? - Understand the context of the experience, what is leading to/triggering the loss of flexibility, is the trigger within or outside the client’s control? - Get the client to see their experience from different perspectives. e.g. if you had a friend with the same issues what would your advice be/ - Consider time you have been flexible and the positive outcome of this approach (resourceful state) - Ask what is the purpose or what benefit are you currently getting from a rigid approach? (Secondary gain) - Link into timeframes - short term gains/longer term losses of a rigid approach? - Think about are you "a leader who has lost flexibility" or "a follower who has lost flexibility" - what’s the difference to you?
4	<p>Inability to make decisions</p> <ul style="list-style-type: none"> - Find a way to distil the pressure & find a softness kindness to self - Where does the responsibility lie / what’s the cost of not making the decision
5	<p>Not taking care of themselves</p> <ul style="list-style-type: none"> - Emotional landscape - playing with the different zones to raise self-awareness - Tell me about a time when you were thriving - Y junction - ham it up - Exploring what’s behind the overwhelm – possibly values / what’s important to them being compromised – ie. interrupting the downward spiral - Mindfulness - perspective + therefore helping emotional overwhelm - Self - compassion mindfulness and discussion - Future visualisation and inner mentor work - Resourceful state and timeline

	<ul style="list-style-type: none"> - Self-care – check on mental health are they depressed? is signposting needed? - Physical wellbeing check in sleeping eating drinking exercise – heartmath / first beat = heart rate variability soft ware for lifestyle measurements and managing stress
6	<p>Thought processes are negative and catastrophic</p> <ul style="list-style-type: none"> - recognise their state - establishing space and time - tolerate the 'tidal wave' to then enable them to believe there is a choice - create a safe space - perhaps through resourceful anchoring - to give space to them and to you as coach - disconnect emotion of language from the person: I am feeling angry vs I am angry - use of metaphor and testing out language they present with eg 'at the bottom of a well'play with this and an alternative to their own metaphor - some specific models - drama triangle, parent-adult-child, circle of influence

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