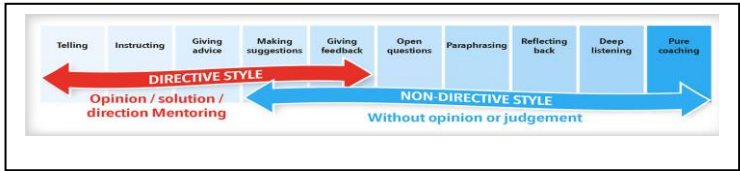


FAVOURITE QUESTIONS

- what's the real challenge here for you?
- what do you need from me?
- what's most important to you?
- what is it stopping you from doing?
- and what else?
- what worked well today?



TAMING MY ADVICE MONSTER

Noticing, listening and not seeking to understand everything, facilitating the coachee and remembering to always be in service of them

Tempering my advice giving habit so that we're not solving the wrong problem

Holding the control and staying curious for longer in order to get to a different place

I've learnt to stop seeking solutions and seek challenges

my core learning

LEARNING ABOUT MYSELF

One of my biggest pieces of learning has been the value in being vulnerable. Testing out being transparent rather than guarded has taught me that in safe situations I can share a challenge and be facilitated towards solutions and options. It's enlightening!

This plays out in my coaching by creating a safe space in which the coachee allows themselves to open up

USING A COACHING APPROACH

I'm using a coaching approach in meetings, with people, to develop staff, especially when incorporating diversity, and am trying to use it to manage up ... but this is harder!

I'm mindful not to impose my drivers on others - particularly accepting what's 'good enough'

In my line management capacity I'm trying to guide colleagues' outcomes as opposed to my view of them, though there remains a tension between the organisational directive, my role and theirs.

I'm using it in my personal life with both friends and helping me to parent more effectively and collaboratively.

WIDER IMPACT

I'm contributing to CNWL's coaching culture by committing to continuing to provide coaching. I'm enjoying meeting new colleagues and feel privileged to have the chance to influence their progress and journey.

I'm using a coaching approach in many aspects of my role ... within my leadership role, in 1-1s, in meetings, in staff listening events, supporting retention such as in 'stay conversations' and new starter events, in co-production with parents, carers and patients, in staff development such as responding to complaints, and in forging relationships with colleagues within and beyond CNWL. Adopting a coaching approach in our 'Carers at Work' staff network conversations with working carers.

The wider impact is therefore on my management of people, performance and processes.

'Confident and Familiar' bucket

Coaching Contract

OSCAR Life Wheel

Drivers & Injunctions

Identity Wheel Values Hierarchy

'in the flow' The OK corral

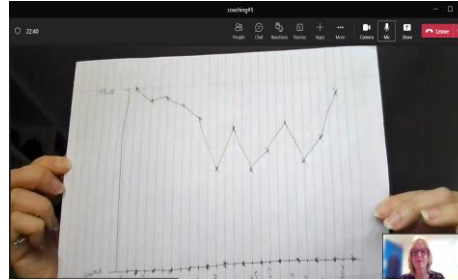
Limiting Beliefs Drama Triangle

Mythos cards

Resilience Profile



Favoured Tools



Tools & approaches to explore further;

- E-mometer
- Time to Think
- Personal history
- Neuroscience

'Confident and Interested' bucket

Narrative rewind

Well-formed outcome

Closing contract