



Coaching Mastery Learning Review

Learning Review Task

By the end of the programme you will have built up reflections and tried out many tools and techniques during modules and with some of your coachees. You may also have practiced approaches in other parts of your life and work.

This exercise is designed to enable you to bring all your experience and learning together in one place and which you can use in future as your start point reference document to refer back to as you develop and a coach / coaching leader.

You may wish to be creative in the way you do this as you like; make it your own and do it in your own way. For example thinking of a metaphor for the mind in front of you that helps you pay attention to their behaviour (Body language, voice, actions, inactions), their patterns of thinking, their motivations and their emotional state.

It is a SUMMARY of your core learning on the programme and is designed to run alongside your reflective log which will have reflections on the journey and is the longer piece of reflective work.

Consider the following 3 parts to this summary (in any order):

1. Your 'stuff' – your learning of yourself
2. Coaching Tools – what you were drawn to use and what more you now might be prepared to use (this may be approach rather than simply tool)
3. Your coaching impact in the wider organisation - this could be your leadership approach, management of people, performance and processes.

A checklist of models, coaching tools and reflection exercises is at Annex A to help remind you of the approaches and interventions you may have experienced.

Coaching Mastery Checklists

Check list of tools and reflection exercises that you were requested to complete and reflect on across the programme

Your Stuff	Some of the interventions to help you reflect on yourself and your coaching signature
The Beliefs you hold as coach	Summarises your 2 or 3 personal beliefs that underpin YOUR coaching.
Your well-formed outcome from the course	What was the well-formed outcome you set for yourself for Coaching Mastery? A point of reference.
Key Drivers	Understand your different drivers that might show up at coaching sessions. Helps you know yourself deeper.
What's in your Wardrobe?	A list of things you already have in your knowledge and experience that could be useful in parts of your coaching. Can widen the offerings and approaches you bring. Good as a quick reference list for future.
Your iceberg	Reflecting on what lies beneath the surface – your key drivers, your attachment patterns, psychometric data points
Core skills: <ul style="list-style-type: none"> • Listening / noticing • Favourite Questions • Taming the advice monster • Giving Feedback • Using your intuition 	How have you developed your core coaching skills? What are your favourite questions – what has worked best for you; your own choice of 'powerful questions'
Life Wheel / Life Pie as coach	Experience how life will be as a coach. Know what will have to adjust to fit this in. You may already be in this space or it might be something you are doing to explore what living life as a coach will be.
All the You's that you are	Experience the exercise. Recognise the roles you play in life. A chance to look at which "Yous" get or need to be centre stage etc
Your purpose statement	What's your guiding star as a person and coach – good for your philosophy
Values Clarification / Elicitation for you as coach / organisational coach	How do you operationalise your values in life and as a coach?
Coaching Philosophy	Underpinning statement that defines what you do. You will need a similar type of statement for any professional recognition so helps you have it ready.
Emotional Landscape	Your own emotional landscape – Performance Zone, Survival Zone, Burnout Zone and Recovery Zone,.

	What activities you use in the recovery zone. Important that you have your oxygen mask on first to do good coaching
Elevator Pitch	Helps with being clear about what you bring to coaching and advocating for coaching as an approach
Your coaching contract and associated paperwork	You write and edit the contracting elements that you will need for coaching assignments. Gives you the chance to make it yours. Increases the comfort in using these.

Checklist of all coaching tools shared on CM.

Coaching Tools	My go to	Interested but haven't used much	Not for me
Coaching continuum			
Coaching Contract			
OSCAR			
Life wheel / pie			
Neuroscience			
Your coaching beliefs			
Key Drivers and Transactional Analysis			
Thinking Patterns (metaprogrammes)			
Emometer			
Drama Triangle			
Attachment Patterns			
Taking a personal history			
Identity Wheel			
Icebergs			
Well Formed Outcome			
Perceptual Positions			
Resourceful State			
Timelines Future Back + resourceful			
Operationalising values			
Creating a purpose statement			
Limiting beliefs			
Time to Think			
Resilience coaching techniques Eg Resilience timeline, profile, engine Survive/Thrive, 3 affect model			
Outdoor coaching – 5 destinations			
Mindfulness / visualisations			
Creative coaching techniques			

Mythos, draw it out, Haiku			
Other tools and approaches you have tried....			

What is the wider systemic impact of your coaching learning?

Wider Impact	
Organisational coaching skills - how are you contributing to developing a coaching culture?	
Meetings	
Corridor coaching	
With your team / direct reports	
Managing up	
Leading and managing through change	
Developing your team	
Anything else?	