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Coaching in the Age of Technology

5 bold questions toward better coaching

As the lead instructor for a company that develops innovative web applications for human development, I have the privilege to interact with a variety of coaches who are making a difference in the world every day.

As such, I often ask class participants if they use technology in their coaching approach and sadly, usually less than 20 percent of the room says yes. Since coaching is an emergent profession that supports human evolution in a technological age, I've made it a personal mission to challenge coaches to adopt practices and try technologies that will ensure continuous growth. How can we be a profession full of masterful coaches if we are not committed to evolving ourselves in ways that serve the next tech-savvy generation of leaders? Can we evolve ourselves and meet them where they are: on their devices?

What can we do to make practical steps toward this lofty goal to call ourselves masterful coaches in the age of technology? Our own regime of personal evolution

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must include continual, real-time feedback if we want to forge the way for the next vanguard of leaders. Millennials will represent more than half of the workforce by the end of the decade. They are rapidly building an ever-changing landscape of economics based on technological advancement. Thus, we must be the sage, tech-savvy mentors and elders they deserve.

Here are five questions we can ask ourselves, along



with some favorite technologies that can pave the way for better coaching.

Bold Question # 1 – Fearless Presence

“Am I fearlessly committed to polishing my coaching presence?”

All of us are egoistic beings that start out with an agenda: to survive an unfriendly world and adapt to our environment. Over many years, I've learned that having an ego that seeks rewards and avoids pain isn't a bad thing. It actually enables us to survive the environment we are born into. But if we cling to our most primal needs because we are fearful inside, our higher functioning capacities can become impaired and limited.

Psychological injuries sustained in our foundational years can restrict our growth later and become self-imposed glass ceilings. We must boldly face the faulty belief holding an old vice in place. We rationalize, we deny, we delude ourselves ... but in the end, we must take responsibility if we want to be the best version of our higher self. If we are not fearless, our clients won't be either. So we must be fearless about using technology to evolve ourselves, too.

Action Step: Make sure you have a quick, online tool to collect reliable research on how you are showing up with your clients. Collect this feedback often so you can see the multitudes of perspectives you carry inside you for every situation. Most important is your coaching presence, which allows you to show up cleanly, without hid-

den unconscious agendas that unwittingly serve your ego needs instead of the needs of your client.

The work of polished coaching presence takes a lifetime of commitment and can't be accomplished with a survey once every couple of years. You need real-time feedback, 365 days a year to bring unconscious material to the surface for work.

Our Favorite Technology: The Tilt 365 Positive Influence Predictor, to collect real-time feedback on our human patterns 365 days a year. Use yourself and/or with clients to measure the change before and after coaching.

Bold Question # 2 – Habit Change

“Am I committed to changing my habits over time?”

In the end, every accomplishment, especially self-mastery boils down to commitment and a dose of human will. When we shape our personality traits into a solid inner core of character, our positive influence grows exponentially.

Why? Because we are no longer wasting energy on cleaning up our own messes. And with less drama, chaos and stress, all of our energy can be radically focused on our creative contribution. Re-wiring our brain on one habit can begin to shift everything exponentially (Gordon, 2012).

Action Step: You become what you are focused on. Do you have a daily practice to focus your habits on what matters most? Are you committed to doing the hard work it requires to accomplish your own greatest work by doing small improvements one at a time? If your clients see you doing this, they will be more willing to try it themselves.

Our favorite Technology: A phone app called Lift, to change daily habits, one at a time.

Bold Question # 3 – Shadow Work

“What is my big life lesson that will transform everything?”

This question demands that you take a journey into your inner world and explore the one pervasive pattern that always trips you up.

Our patterns begin early and become the lens through which we see the world. And that lens is always distorted in some way. This means you won't be able to see reality unless you commit to a search inside yourself to get corrective lenses! As in Maslow's law of the instrument, “if

all you have is a hammer, everything looks like a nail.”

Action Step: Make sure you have a coach and share your client feedback often so your predominant pattern will reveal itself over time. Learn about your “True Self” pattern in this quick self-assessment and use it with clients to understand their default pattern under stress. Learn why unconscious patterns are so stubborn in a free online course.

Our Favorite Technology: The True Tilt Snapshot, to reveal shadow work, big faulty assumption and stress response to develop balanced identity. Also, the FREE Online Course on Immunity to Change offered on EdX.

Bold Question # 4 – Mindfulness

“Am I committed to a practice of mindfulness?”

I like this question for coaches, because the practice of mindfulness can crystalize the purpose for our work. Inevitably, I find that most of us have entered this profession because of our own quest for fulfillment that goes way beyond external achievement.

Once we have achieved what we wanted in the outer world, we are ready to serve an even greater purpose; the completion of our soul work. Ancient wisdom traditions

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are unified in this one tenet: when one finds self-knowledge, one's creative purpose unfolds.

The ultimate expression of our unique nature as human beings springs forth when we focus on what matters deeply and is central to our sense of self-worth.

Action Step: Journal to record reflections as you do your work. Record progress and questions to explore. What is essential to your sense of wellbeing?

The creative spirit will guide you on the path, but the commitment to complete it will come from establishing a daily practice of mindfulness so you stay present with yourself and clients.

Our Favorite Technologies: Phone app Mindfulness Daily and Journal Engine to record reflections.

Bold Question # 5 – Bold Purpose

“What am I uniquely designed to contribute to the world?”

Every single human being on this planet is designed entirely differently. We each have a set of interests that get wired into our brain over a lifetime. Our attention goes where our eyes go. Our eyes go where our interests take us. And all of what we *attend to* gets wired into our brain, shaping a brilliant design that is ours alone.

Not one person on this planet has the same set of interests, so wouldn't it be unfair to compare ourselves to anyone else? You are an expert of what you are interested in. Others are not, so they can benefit wildly from the interests you have mastered. And vice versa.

Action Step: Make a mind-map of the interests you have explored over the course of your life. Notice how your most compelling insights are those that spring from a combination of your various domains of interest. Is it there that you will find your greatest value in the world.

Where can you go boldly express your own voice and convictions? Co-creating a map for the design of your unique life-path is first. Do this with every client to get their creative juices engaged in their unique gifts and plan for personal evolution.

Our Favorite Technology: Mindmap Software by NovaMind. Very colorful and fun way to develop a visual plan for your work together!

A New Kind of Leader

Today's leaders use technology in their work and life. They will choose to work with better coaches who use better technology to empower them for a lifetime of self-development. Today's leaders work like free agents and want control over their daily practices so their tools are most often on their devices for 24-7-365 access.

How ready are you to support the needs of this influential new generation of leaders? We must go boldly beyond our comfort zones to be masterful. ●

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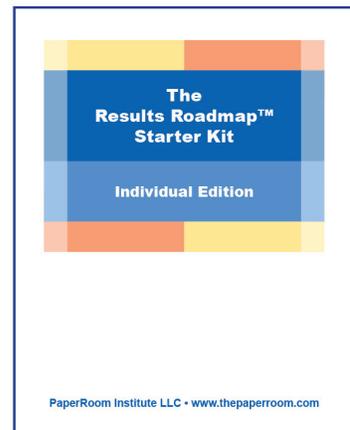
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