Getting Beneath the Surface of Coaching Presence – “Whom Shall I Vote For?”

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Objectives: By the end of this exercise participants will be better able to...

1. Identify the components of coaching presence. Review Core Competency #4 and the it’s PCC Markers.

2. Recognize and note the various aspects of “partnering.”
   - Demonstrates interest in the client’s view of the situation,
   - Seeks information about the client’s thinking, preferences, etc.,
   - Whenever there is a choice, the client is given the choice, and
   - Observe that the client is in charge of the direction of the coaching conversation.

3. Observe the coach’s depth of observation skills with the client.

4. Notice where and when the coach is integrating the “what” (the desire/outcome) and the “who” (the whole person)

5. Identify when the coach is taking a risk and/or using intuition
Preparation for Exercise

- We will briefly review Core Competency #4 and the PCC Markers
- Bring a printed copy of the transcript to the call. You’ll need it.
- If you have time, read through the transcript paying attention to the various aspects of coaching presence.

Core Competency #4: Coaching Presence

Ability to be fully conscious and create spontaneous relationship with the client, employing a style that is open, flexible and confident.

1. Is present and flexible during the coaching process, dancing in the moment.
2. Accesses own intuition and trusts one's inner knowing—"goes with the gut."
3. Is open to not knowing and takes risks.
4. Sees many ways to work with the client and chooses in the moment what is most effective.
5. Uses humor effectively to create lightness and energy.
6. Confidently shifts perspectives and experiments with new possibilities for own action.
7. Demonstrates confidence in working with strong emotions and can self-manage and not be overpowered or enmeshed by client's emotions.
PCC Markers - Core Competency #4: Coaching Presence

1. Coach acts in response to both the whole person of the client and what the client wants to accomplish in the session.
2. Coach is observant, empathetic, and responsive
3. Coach notices and explores energy shifts in the client.
4. Coach exhibits curiosity with the intent to learn more
5. Coach partners with the client by supporting the client to choose what happens in the session.
6. Coach partners with the client by inviting the client to respond in any way to the coach’s contributions and accepts the client’s response.
7. Coach partners with the client by playing back the client’s expressed possibilities for the client to choose from.
8. Coach partners with the client by encouraging the client to formulate his or her own learning.

Presence Exercise

- Imagine that this is the read-through of the script for a new play. In your group one person will be cast as the client and one will be cast as the the coach. Thespians in the group, please volunteer to take one of the two reading parts.

- Facilitator will be the Director:
  - Ask for volunteer actors or assign reading roles to two people
  - Other group members will be investors, the trial audience or interested observers.

- Coach and client: Get into your role. Read the transcript aloud as if you are your role. Read it at a normal pace, which means it will take about 30 minutes to complete.

- Each person (coach, client and all others) pay attention to what you are experiencing as you listen to the script. Jot down in the margins of the script what is happening for/to/inside of you.
Presence Exercise Debrief

☐ At the end of the reading: As a group (actors and audience) go through the script and mark where you saw the following happening. Remember, we’re focused on coaching presence. (20-25 minutes)

1. Identify when the coach is in partnership with the client.
2. Recognize moments when you think the coach is self-managing (dealing with her own heightened emotions or bias).
3. Observe and note when the coach is using curiosity.
4. Notice where and when the coach is integrating the “what” (the desire/outcome) and the “who” (the whole person)
5. Identify when the coach is taking a risk and/or using intuition

Presence Debrief Continued:

6. Recognize and list when the coach is being observant, empathetic and responsive.
7. Note when the client is given “choice.”
8. Identify when the coach is “dancing in the moment” with the client.
9. Note when the coach seeks information about the client’s thinking, preferences, etc.
10. What Level(s) of listening did you observe?

Note: Some script responses may fulfill more than one question.