

# Coaching Self-Mastery – Innovation Higher

(Coaching Innovation builds on the Coaching Individual and Coaching Leaders that have occurred before, therefore, we do not repeat information regarding personality inventories, strength finders, building rapport etc.)



## Call

Clarify purpose,  
Step out of fear



## Celebrate Strengths

Clarify strengths  
and weaknesses,  
Build team



## Challenge Paradigms

Paradigm confrontation,  
Dream / Evaluate,  
Gain new perspective



## Clear Action

Clarify actions,  
Establish plan,  
Be confident



## Accountability

Mark progress,  
success, and areas  
of challenge



Where do you feel called to contribute and leave a legacy?





Understanding your client or coachee's beliefs and real drives is a challenge only mastered by effective listening.

### ✿ Understanding the Ego

- Models of human motivation and cognitive reasoning have been useful to understand motives and drives.
- Identifying desires and motivations are essential to help in the decision-making process.
- Some coaches have found it useful to explore Maslow's hierarchy of needs to identify critical motivation.



✿ **Realize Worldview** - If a coachee's worldview is substantially different from yours, you might want to explore their worldview with them. This is not for critique, but to help understand personal objectives. A worldview at critical junctures in life provides motivation and the basis for decision making that is essential in leadership.

A worldview can be elaborated on through responding to these common questions:

- (1) **Origin** – Where did I come from?
- (2) **Truth** – Is it possible to know?
- (3) **Identity** – What it means to be human?
- (4) **Meaning** – What is my purpose in life?
- (5) **Morality** – Why is there evil in the world?
- (6) **Destiny** – What happens to a person after death?
- (7) **Salvation** – If there is salvation, how is this possible?

### ✿ Challenge Fears

Fear thrives in a culture of an aversion (deep need to avoid shame), a culture of scarcity (we might not have enough), culture of unworthiness (I am not enough).

- Identify limiting and debilitating fears
- Strategize how to confront them and step out beyond them.
- Creating new horizons for dreaming and acting beyond previous limitation.

»Fear doesn't exist anywhere except in the mind.«  
Dale Carnegie

## CELEBRATE STRENGTHS

Leadership consultant John Maxwell points out that many leaders spend too much time and energy working on their weaknesses, rather than focusing on their strengths. We all have weaknesses that we must manage, however, to be innovators, we must excel at what we are good at and gifted to do.



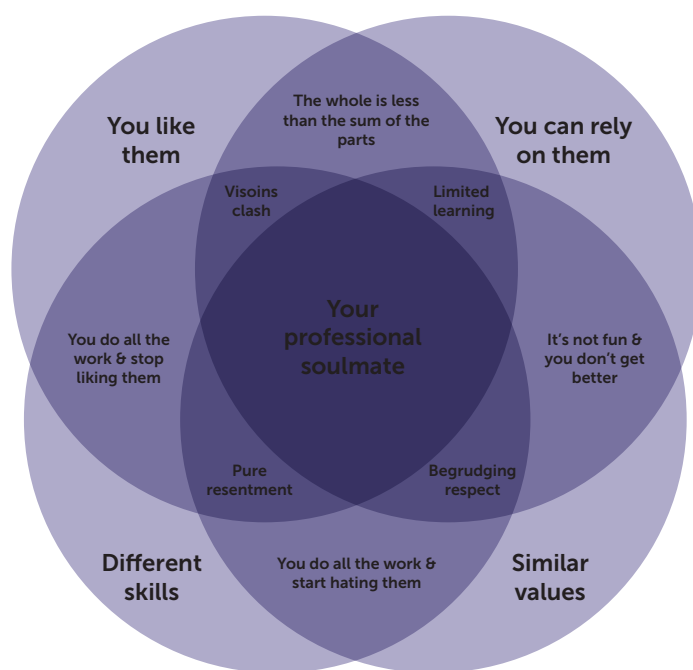


⊗ Innovators, build synergies with others to leverage their own strengths

- Know yourself
- Identify strengths
- Accepting weakness and delegating, partnering, or collaborating
- The Apostle Paul uses imagery of “The Body,” identifying strengths and gift- edness and leveraging of them to help the community move toward its po- tential.

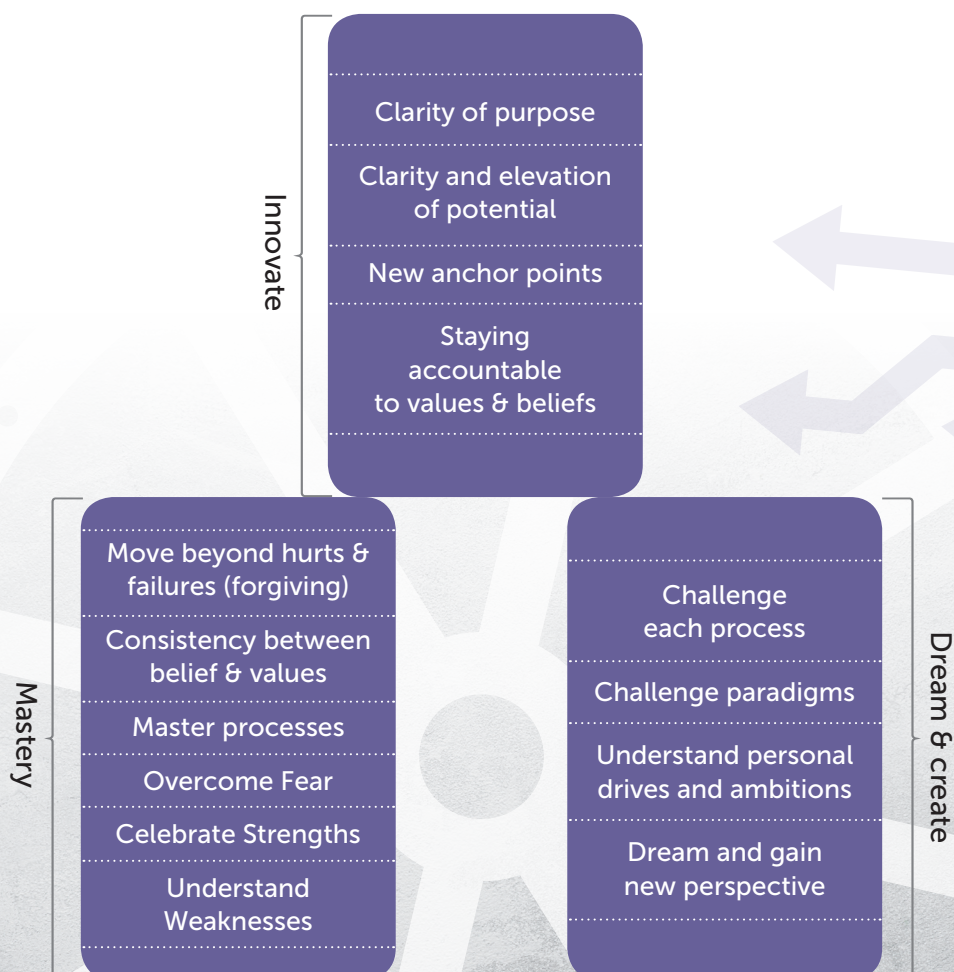


## How to Pick a Collaborator



## ⊗ CHALLENGE PARADIGMS

Encouraging and coaching innovation is the ability to see outside the box and to move beyond normative patterns. Innovation builds on the ideas and developments of others. It pioneers and discovers methodologies, processes, and products.







- ✿ **Culture Change** (not language, food etc., but business culture, the way things are done here, the unspoken rules) is happening faster:

**The process of culture change:**

1. Be convinced of the need to change. To keep doing the same thing the same way will run the ship upon the rocks.
2. Offer solution. When people have accepted that present actions are failing, then leaders may present a solution. The visible solution must meet the goals and objectives of all stakeholders.
3. Embed new culture. New culture is embedded through implementation of new product or procedures. As participants experience success a new culture is established.

Asking powerful questions is a skill and a talent that is developed over time. This involves listening very perceptively and then being able to ask those hard, deep, and probing questions. The coach understands the body language and expressions of the coachee so that

he or she recognizes moments of passion, excitement, commitment, or fear. It is often by precise and probing questions at these critical moments that the coachee begins to risk and is vulnerable. It is in these moments that stretching, and growth is occurring – innovation.

**” The most important part of asking questions is listening properly!**

## **CLEAR ACTION**

- ✿ Establishing a plan that elevates potential, stretches you, and maximizes resources.
- ✿ Keeping the purpose in view, ensuring that new paradigms, new innovations, and new collaborations stay true to your vision and purpose.
- ✿ Be confident the next steps.



## **ACCOUNTABILITY**

- ✿ Staying accountable to your values, beliefs, and worldview
- ✿ Coaches should ensure that innovators do not completely forget focus on underlying values.
  - Beliefs
  - Spouse and Family
  - Health
  - Social life / hobbies
  - Wider contribution

