

LESSON 10: OUTCOMES

1. Explain how critical incidents can shape the direction of an individual's life. Give an example of a life-shaping event and the impact it can have on a person's future.

- A critical incident is any unplanned event. It is something we interpret as a problem or challenge and can play an important role in making us who we are and shape our life profoundly. In my experience with a critical incident, the most drastic experience endured is when I became a Mother at the age of 19. I was not ready for parenting as I had just completed high school and had minimal skills to produce successfully in the job market. I could not afford day care. I could not afford the cost of higher education and so for the first 45 years I truly struggled to take care of my children and myself. This situation lowered my esteem and caused me to set my dreams aside for a while as I had to put the needs of my children first. Other life changing events that I have experienced is the loss of a parent, a move from California to Louisiana (culture shock), loss of employment...

2. Explain the value of coaching clients to discover and develop passions and gifts?

- The value comes from helping clients know that their passions and gifts fuels their growth and development, as stated in the DRC. When we help people discover their talents and passions we are helping them identify with the best part of themselves, things that bring them joy. Things that others find joy in when they share. Helping people in this process opens them up to happiness and fulfillment in their lives as in this they can discover their value, potential and purpose in life.

3. Define convergence and confluence. How do the two differ? What is the major advantage of recognizing emerging patterns?

- The definition of convergence refers to two or more things coming together, joining together or evolving into one. An example of convergence is when a crowd of people all move together into a unified group. Convergence is the intersection where events join together to create a purpose.
- The definition of confluence is the flow of two or more streams flowing together, meeting at one point. Like the Mississippi River's confluence with the Missouri River or how beautiful weather and scenery come together on a vacation.
- The difference between convergence and confluence is that convergence is the act of moving toward union or uniformity while confluence is the place where two streams or other continuously flowing entities meet and become one. Convergence is specific. It is moving towards a common result in our relationships, experiences evolving into one.

Confluence is subliminal, difficult to pinpoint and can be greatly seen in our choices, relationships and the directions of our life.

4. Explain how the sixteen personality types were derived. Include Jung's original eight personality types and the Myers/ Briggs expansion.

- Myers-Briggs theory was developed by the mother-daughter partnership of Katharine Briggs and Isabel Briggs Myers. Myers-Briggs theory is an adaptation of the theory of psychological types produced by Carl Gustav Jung.
- The original 8 personality types include:
 - Extraversion/Introversion
 - Sensing/Intuition
 - Thinking/Feeling
 - Judgement/Perception

5. Explain the importance of identifying the personality types of both the coach and client. What are the benefits of knowing them? What are the potential problems when the coach and client aren't aware of them?

- Identifying personality types for a coach can help with our leadership style, to resolve conflicts more effectively, to communicate more effectively, to understand how others make decisions, to coach others, to improve coaching skills and to build leadership in your team.
- For the client...he or she learns that people are not wrong but different. Knowing who you are helps you get through critical moments. You can better manage daily routines and tasks. You can recognize why you feel a certain way or why you make certain choices.

6. Within the vast array of personality types, we find enormous potential for conflict. Identify and describe some pitfalls and benefits of experiencing conflict.

- Conflicts can be troublesome when we treat all conflicts the same. Ignore power differences. Abuse power. Neglect power. Misunderstand power.
- The benefits of conflict is that it raises awareness of what is important to individuals, helps build self-esteem. Managing conflicts well is a sign of maturity. Conflicts are challenging and something we will all go through but it helps us grow into being better people.

7. Discuss some of the internal and external barriers individuals face when they try to reach their goals.

- Some internal barriers are: fear, hopelessness, low self-esteem, insecurity, a negative mindset, change of goals.
- External barriers include dealing with difficult people, criticism, energy drainers, life's distractions, excessive demands from others.

8. Give some practical steps to overcoming barriers. Include how barriers can be used as stepping stones.

- Some practical steps to overcoming barriers is by:
 - Asking power questions that help the client determine what it is that stands in their way of accomplishing their goals and dreams.
 - Encourage client to separate themselves from drama in their life
 - If issue is resource related, encourage client to seek ways to improve or harness those resources
 - Motivate client to acquire a new perspective
 - Help client evaluate the obstacle to determine what approach is needed to overcome it
 - Encourage client to stay focused and committed
 - Encourage client to adopt a growth mindset

9. Define what core values are and what they are not.

- Core values are the fundamental beliefs of a person. They are the things that matter most to us in our life. They are guiding principles dictate our behavior and help people know or understand difference between right and wrong. Core values are not defined by culture, society, religion or by workplace.

10. Explain how knowing your core values can be effective in the decision making process.

- They can also let us know if we are on the right path. They have an impact on the decisions we make in life.

11. How does discovering valued words, phrases, and attributes assist a person in developing core values?

- Power words, phrases and attributes can help trigger, identify or internally secure what is important to us and set goals or priorities related to those values.

12. Discuss the five critical guidelines for time management.

- Have a plan - Having a plan gives you a focus on what you need to invest in or pay attention to. It is an important step towards reaching your destiny
- Learn to designate and delegate – Allowing someone to help with task minimizes stress and by not asking for help alienates people
- Learn to say No - Distractions can often get in the way of accomplishments. Learning to say No pulls you away from distractions and helps in staying focused on priorities.
- Give meetings a time limit - Getting caught up in meetings where it could turn to conversations wandering into something outside of the scope of the meeting is distracting. It is important to set limits on meetings so you can stay true to priorities.
- Schedule time for rest or leisure - Getting the proper rest we need or taking time for leisure helps improve productivity and performance and also minimizes stress.

13. Explain the importance of establishing priorities and boundaries regarding the management of time.

- Establishing priorities and boundaries helps you stay on task. It also creates balance for the important things in life such as career, family, health and recreation. When we set priorities we are mapping out what we desire to put our most vital energy into. When we set boundaries regarding time management we are securing the time we need to apply towards those priorities.

14. Explain mission, vision, and life purpose using the metaphor of the map, road, and engine of the car.

- Map - The Vision. The Big Picture. Where we desire to be.
- Road - The Mission Statement. It is the journey or activity taken that is in alignment with and leads us to the Vision (Destination).
- Engine - The Life Purpose is what fuels our path. What drives our ambitions

15. What are some of the overall benefits of self-discovery, and how is it utilized in the coaching process?

- Self-discovery helps you see what you want (your heart's desires) from the vantage point of who you are. Once you know who you are you can choose or create work that is aligned with you. Decision making becomes easier when you know who you are. Inner transformation of self encourages the transformation of others. In the coaching process we can help others see where they've been, where they are and where they are destined to be. We can help them gain a fresh look at themselves and ways to live a new and improved life in a more purpose driven state of mind.