

SPOTLIGHT: CLARIFYING GOALS

Making the Conversation Purposeful

COACHING CONVERSATIONS



One of the foremost steps to finding success is clearly defining your goals. Clearly defining what you want to pursue helps you establish what kinds of skills or accomplishments you need to gain in order to accomplish your goal — something vital for leaders.

Expert Panel, (2018)

INTRODUCTION

This Spotlight is one of a series of Spotlights to support the Institute's 'Coaching Conversations', an accredited Institute of Leadership and Management product that recognises coaching both as an invaluable tool for any leader or manager, and for developing your ability to support your colleagues in the workplace or those you may meet in a voluntary capacity.

This Spotlight provides a transcription of '#2 Demo Coaching with Marcia Reynolds' (15:40 – 19:40): the coach is purposeful in challenging the coachee to use her own experience to learn what is needed to achieve her goal of self-care in going back to work. Coaching questions help to reveal a potentially greater emerging issue to address, which is a fear of going back to work.

REFERENCES

Expert Panel, Forbes Coaches Council, (2018). Pursuing Success: Six Ways You Can Establish Which Goals Are Important To You <https://www.forbes.com/sites/forbescoachescouncil/2018/11/19/pursuing-success-six-ways-you-can-establish-which-goals-are-important-to-you/#5da862b85c5b>

Reynolds, M., (2018). #2 Demo Coaching with Dr Marcia Reynolds, <https://youtu.be/DRV66xn1wvc>

The Institute of Leadership & Management, (2019). Coaching Essentials: Making the Conversation Purposeful

COACH

TEAM MEMBER

– What I'd like you to do is tell me a little bit about this thing that you're dealing with that you want to talk about today.

– Thank you. So, I am off work at the moment. I've just started being a student, but part of the trigger behind why I came to being a student was I had a – actually it was a year-long headache, that was undiagnosed as a neck injury and so, I've been getting physio on my neck for the last four months. And so, I'm about to go back and wanting to look for work. And one thing that is on my mind is my self-care. Because I do have habits of having a self-care plan and it all goes – it's all looking really good, and then things happen and things go wayward and then all of a sudden, I crash. And I've also got a history of a chronic illness in my early thirties, so for me a self-care plan is quite important because I have had a few periods in my life where illness or injuries have come about. So that's something that I know I need in my life.

– Ok, and – but it sounds like it's something that you've been dealing with for a very long time, trying to get on this regime of self-care, is that true?

– It is, and for me it's a continual thing, and I'm always looking at new ways to monitor it. Like one thing for me, I know, like I just did this last week, I mean, and my partner goes nuts with me, because he says you just change too fast. You know, here I am rehabbing myself and I go to the gym and decided to increase my weights last week, and you know, I was feeling really good and it just messed thing up. I kind of introduce things a little bit too fast and it leads to repercussions. And I do know that when you are returning to work you need to introduce new things but I get a little bit kind of frustrated with the down that comes after it, I guess, and I do these things and then I kick myself and go why did I do that? You know, I did it again. And my partner's going, you did it again, Chris.

– Ok, so you have a sense of what gets in your way, so if you were then to have the situation where you felt you were consistent with your self-care, what would that look like?

– Ok, it would be, the up and downs wouldn't be so dramatic. So, I like kind of I think the fear is of going back to work is there, I'm introducing a whole new element. At the moment I'm excluded from people unless I bring them in. For me, going back into the work environment, particularly I have to have good posture, so some of my fears there is I lose good posture, I did last week as well from studying. And just things like I got caught up in my study and was tilting my head and so forth and then, all of a sudden, bang. And so, it's those sort of behaviours that I kind of can't see the triggers coming. And then all of a sudden it snowballs.

– Ok, so, but that's an interesting thing you've just mentioned about posture, and that's really important to you because of your injury. So, is that the biggest thing that you're afraid of as you go back to work?

– No it's probably the whole setting like, in term of like being in a good posture but introducing the pressures of working as well.