

See the Higher Self (Coach to Assets)

WHAT: See the Higher Self

WHY: To identify assets and strengths that can be leveraged in other situations

HOW: Coach to Assets

Begin with Self

Before your session:

- Imagine the person at moments when you saw or heard her succeeding.
- Inhale *listen* / exhale *compassion*.

With Leader

- Inhale 4-counts / Exhale 8-counts
- Ask leader to set intention: (A) “What do you need more of?” (example: peace/compassion/patience); (B) “What do you want to infuse your school community with?” (example: joy/peace/love)
- Inhale [A] / Exhale [B]

Ask Assets-Based Questions

- “What success, big or small, have you recently had?” Or, narrow the frame to an area of development.
- “What did you do to make this happen?”

Honor Story (Listen) / Capture Strengths

- As the leader tells her story, write present-imperative verbs/phrases that capture strengths.

Imbue Her with Her Own Intelligence (Help Her Connect the Dots)

- Read the list of strengths to the colleague, asking after each, “Is it clear to you how I got this word or phrase?”

Shift to Address a Challenge

- “What’s the challenge you want to focus on?”

Leverage and Imbue

- “Which of these strengths, or other strengths, can you leverage to address this challenge?”

Practice (if applicable)

- Practice conversation/meeting/lesson plan/PD using identified strengths

Close

- Identify next steps
- Ask: “What’s clearer to you now?” Or: “What leadership lesson have you learned today?”
- Ask: “Did we meet your intention?”

Send Notes and Attach Resources

Potential Traps

- Spending too much time capturing strengths
- Making the strengths too specific to one situation
- Naming the leader's strengths for her
- Not noticing and/or not interrupting deficit-based language in the leader's description of success

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