

Session 15: Learning and change

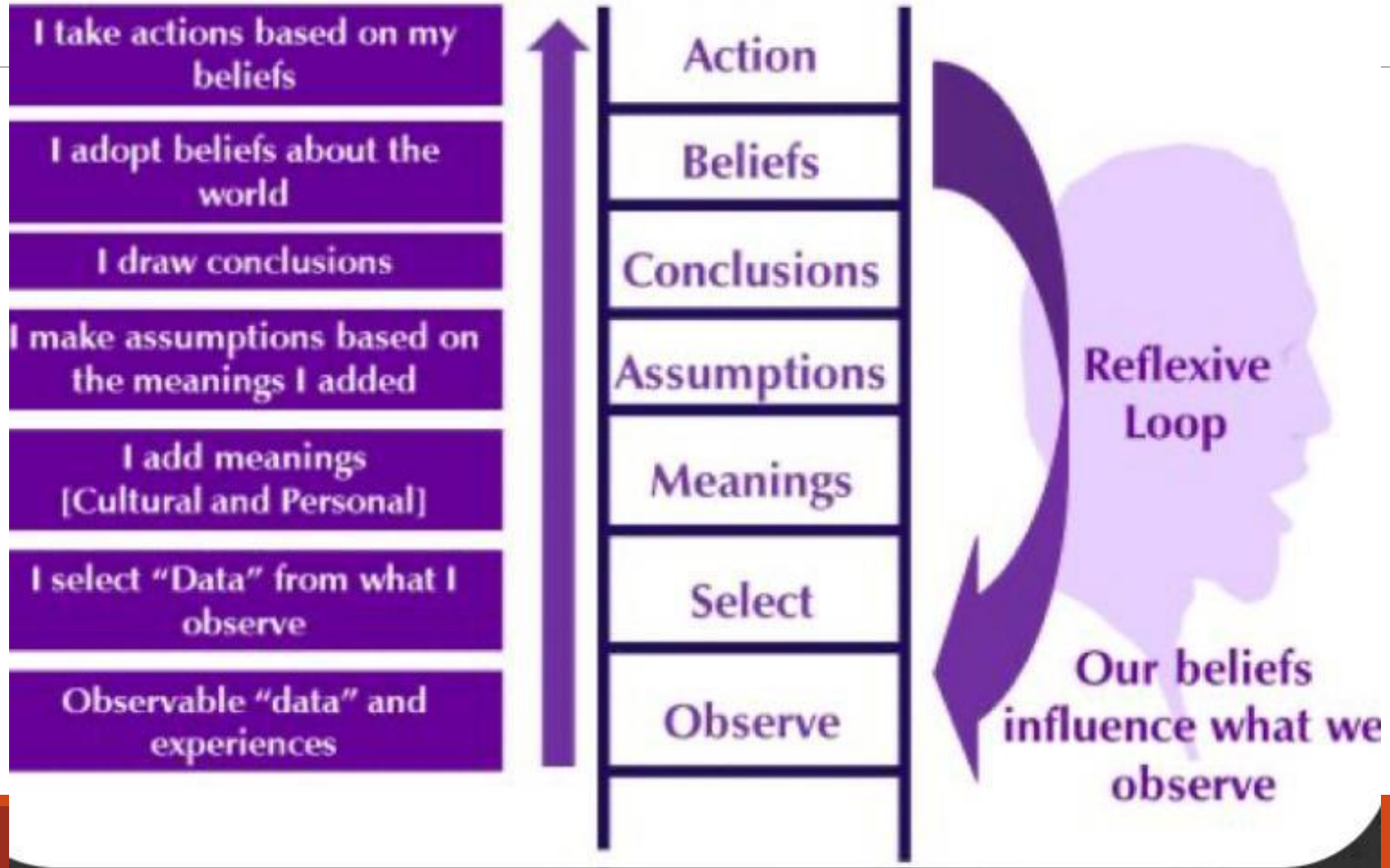
CHARLIE MITCHELL



Today we are exploring

- ✓ Understand the theory of how people learn and how we integrate that into our coaching:
  - ✓ Ladder of inference with example
  - ✓ Kolb's learning cycle
  - ✓ Johari's window
  - ✓ Argyris's double loop learning
  - ✓ Change process in addiction
  - ✓ Timescales for change
- ✓ Links to appreciative coaching

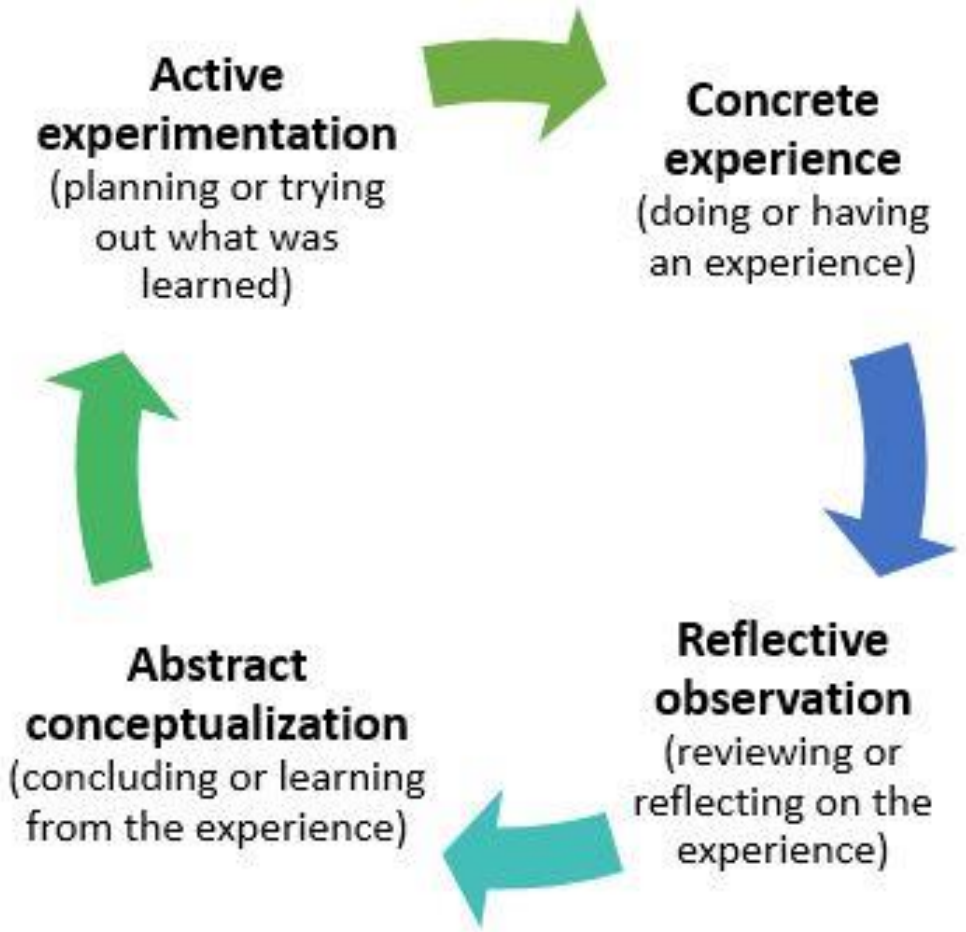
The Ladder of Inference



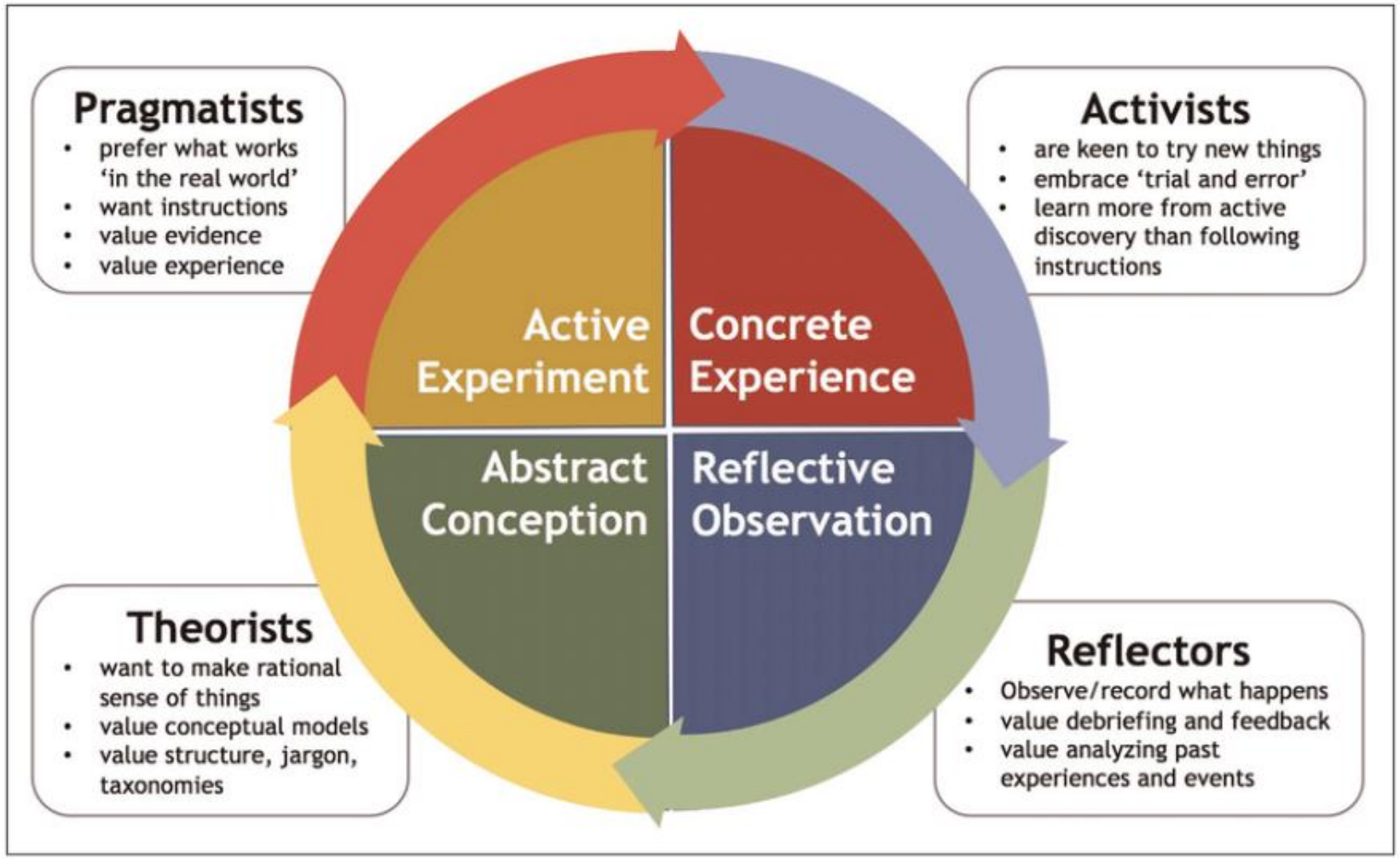
Ladder of inference example

- ✓Action: Stop children playing in the garden
- ✓Beliefs: In order to be a good mum, I need to keep my children inside
- ✓Conclusions: I need to stop my children being visible
- ✓Assumptions: It's not good to be visible
- ✓Meaning: Our family is visible in our community
- ✓Select: My child is upsetting my neighbours
- ✓Observe: Neighbour makes comment about child's noisy behaviour

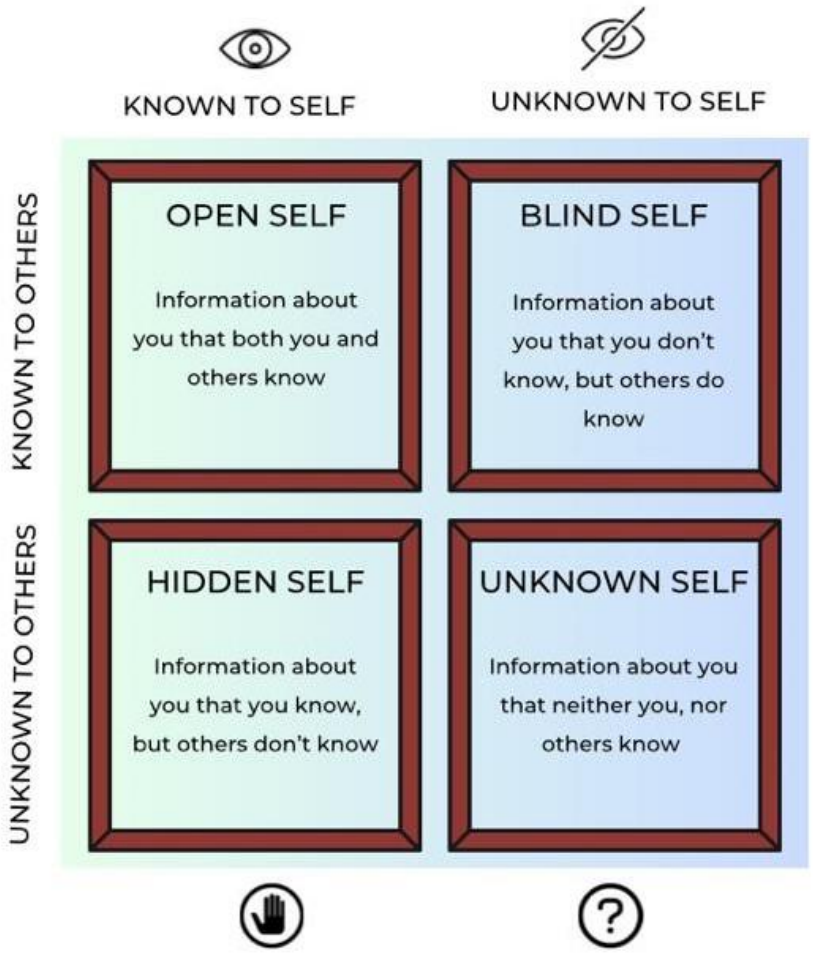
Kolb’s learning cycle



Kolb's learning cycle and Honey and Mumford's learning styles

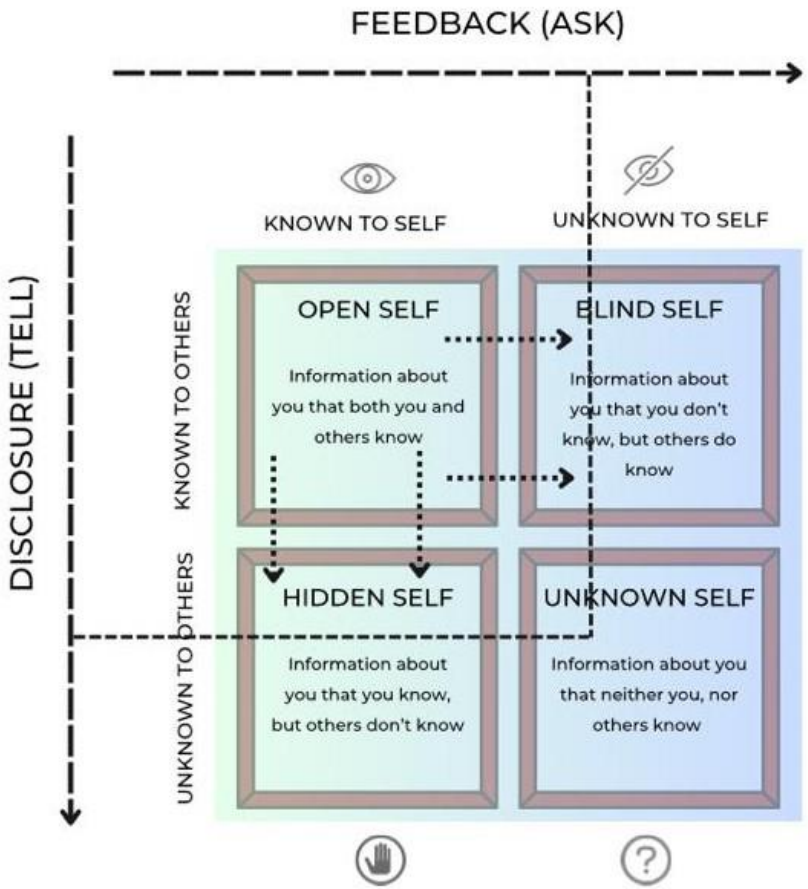


Johari Window



Finding WHAT Matters
COACHING SKILLS FOR PARENTS

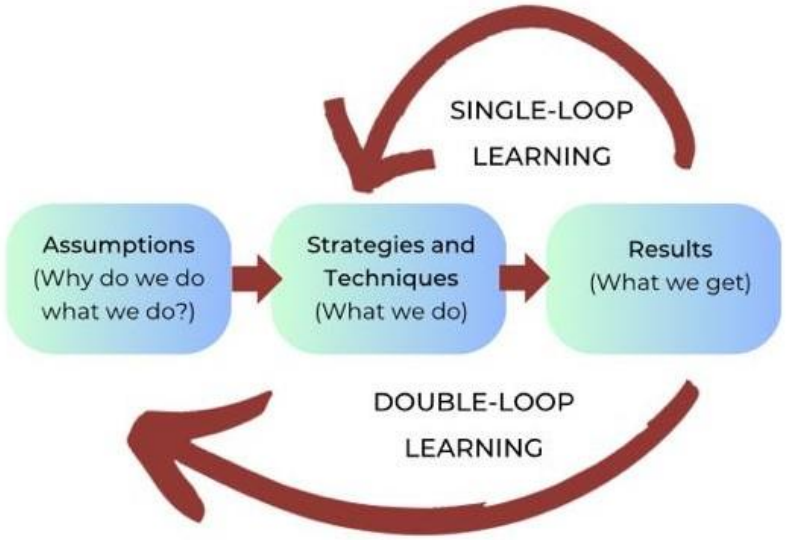
Johari Window



Finding What Matters @creatingspace4u

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COACHING SKILLS FOR PARENTS

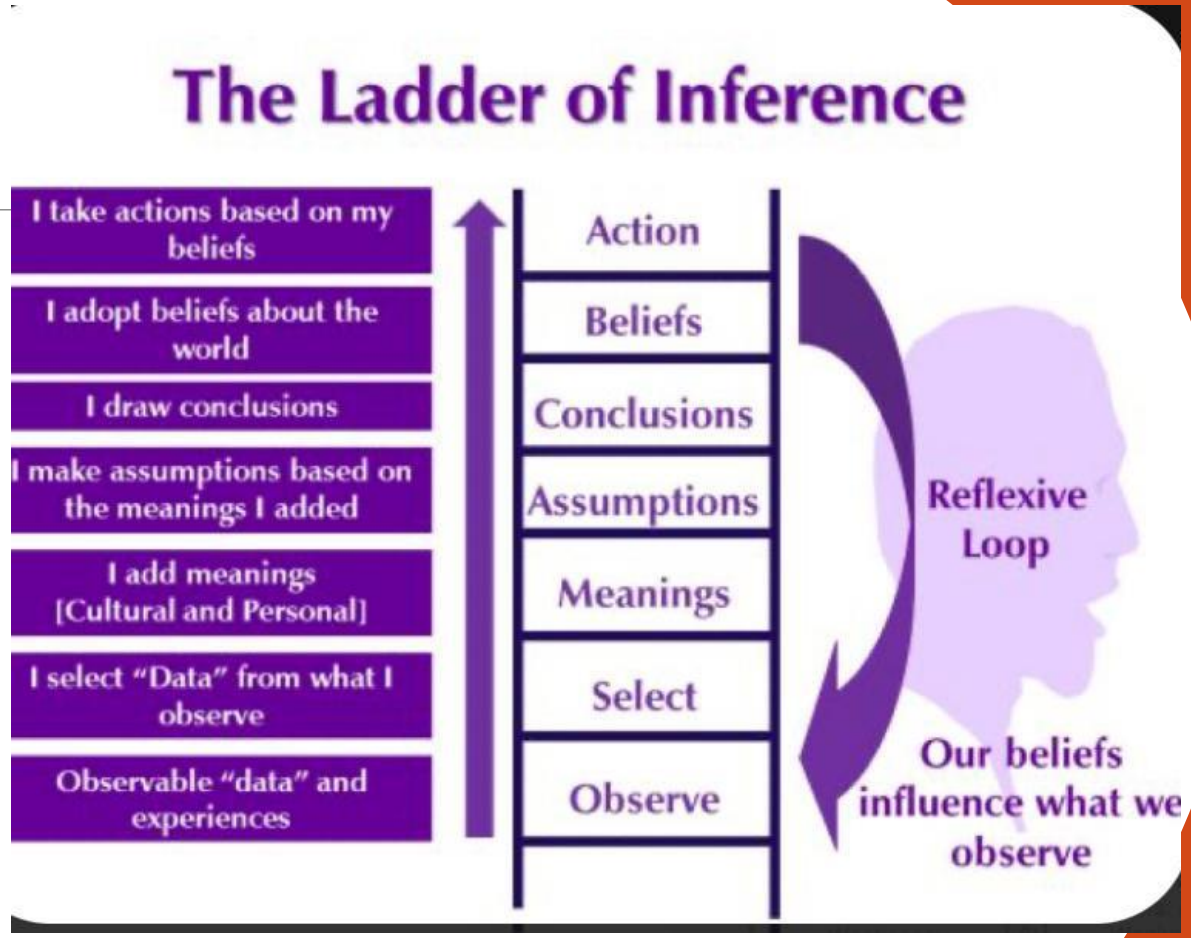
Double-Loop Learning



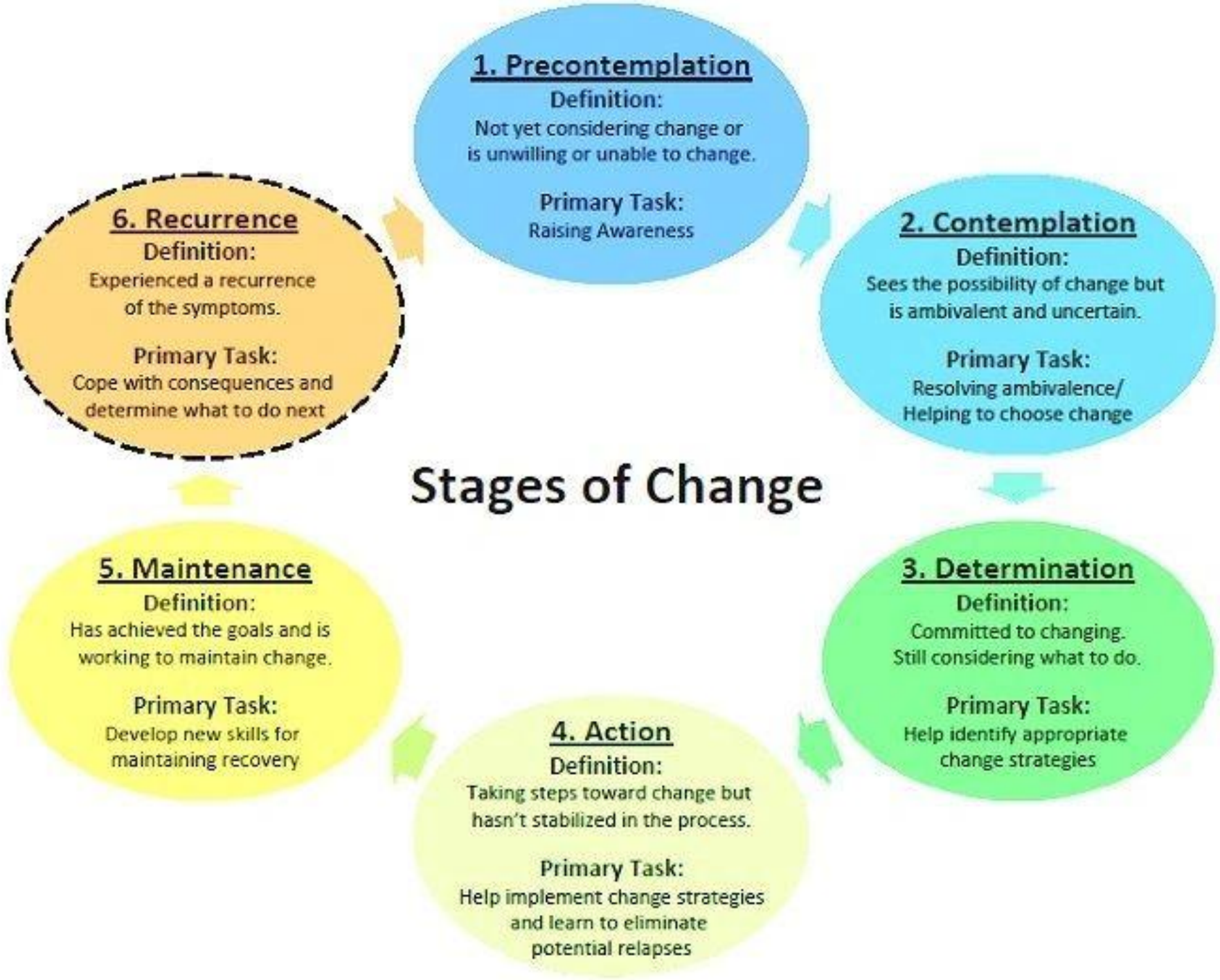
SINGLE-LOOP LEARNING:
The most common style of learning is problem-solving (improving the system that exists)

DOUBLE-LOOP LEARNING:
More than just fixing the problem, this style of learning questions the underlying assumptions, values and beliefs behind why we do the things we do

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Stages of Change



Finding WHAT Matters
COACHING SKILLS FOR PARENTS

Timescales for change

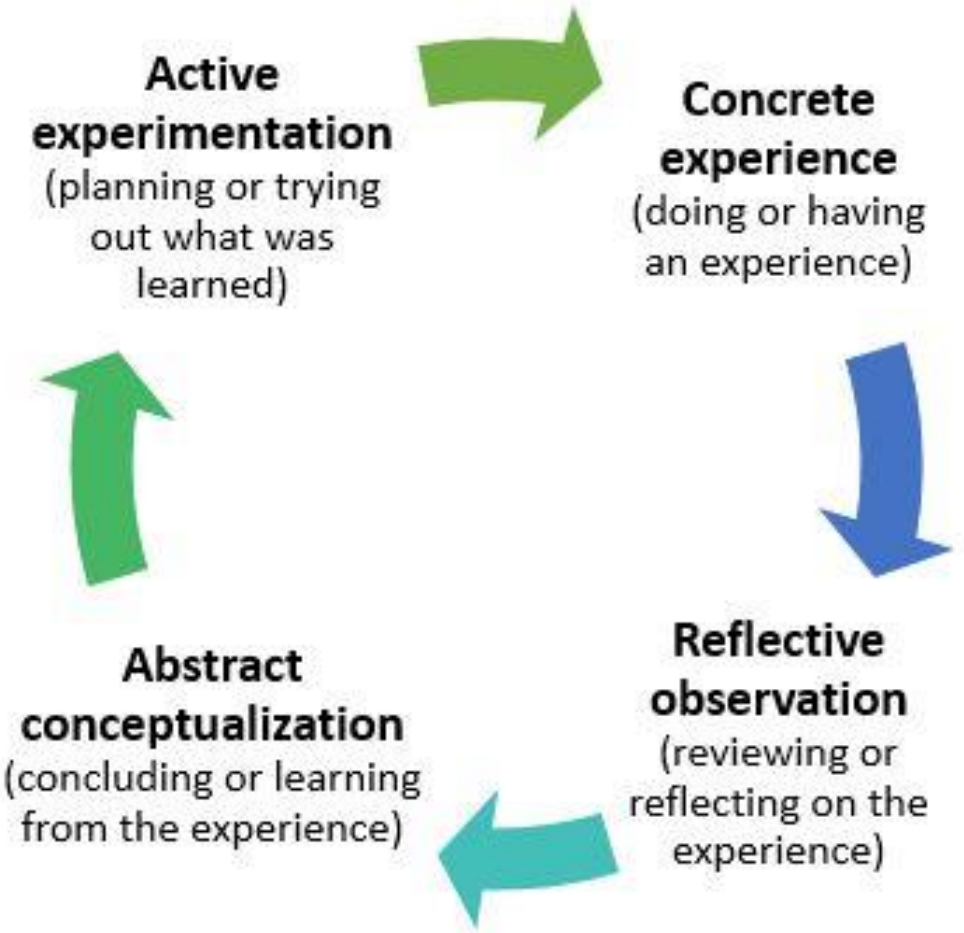
- ✓Addiction recovery – can go through cycle at least 7 times before the person gets to maintenance
- ✓Changing a habit
  - ✓21 consecutive days to integrate a new habit
  - ✓If you do 3 days and then forget, go back to day 1
  - ✓Stopping and starting can take a number of times, just like stopping an addiction
  - ✓It can take 3 months to integrate the change
- ✓Share these stats with your coachee
- ✓Plan for 3 month interventions
  - ✓Groups or courses
  - ✓1-1 sessions over 3 months

Links to appreciative coaching

3. Design

2. Dream

1. Discover



Design

4. Destiny

1. Discover