

Session 17: Adapting to meet different needs

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Today we are exploring

- ✓ Adapting coaching to meet different needs:
  - ✓ Considering embodiment, learning styles, learning and change and attachment, what we need to do to meet different needs
  - ✓ 6 human needs
  - ✓ What we all need – unconditional positive regard
    - ✓ Becoming the wise person
    - ✓ The most powerful question
- ✓ Links to appreciative coaching

Adapting coaching to meet different needs

- ✓Lots of factors impact our needs
  - ✓Sleep, hydration, exercise, food, sense of safety, financial security, securely attached relationships
  - ✓Personal preferences, biology, physiology, neurodiversity, trauma
  - ✓Our beliefs, opinions, assumptions, narrative
  - ✓Environment – how we feel about where we are

So how do we manage this in real time with a coachee?

- ✓ Listen for the words they are using to describe their experience – what are they telling you about their preferences?
- ✓ Ask: what would you prefer?

Adapting embodiment

- ✓ Relatively new phenomenon so not something everyone has heard of or thought about
- ✓ Some people are very disconnected from their body for many different reasons which can be related to trauma, neurodiversity, disability, sensitivity
- ✓ Some people have no interest in exploring how things feel in their body
- ✓ It could be very traumatic to explore how things feel
- ✓ Test the water – ask how things feel generally, ask where they notice something, notice how they express themselves physically – hand gestures, movements, breathing, introduce play doh, crayons, buttons to represent things
- ✓ Talk about how we can explore how things feel in our bodies
- ✓Respect where they are at – don't force

Adapting learning styles and approach to change

- ✓ Not fixed – changes depending on the other factors we have discussed
- ✓ Different for different people at different times
- ✓ Can be much slower and take more repetition for some than others, especially when in fight or flight, freeze or fawn
- ✓ Ask what timescales they want to work to – double the time and half the goal can be particularly good when stressed
- ✓ Permission to try
- ✓ Permission to fail – seek failure! Fail early, fail often, fail forward: https://www.youtube.com/watch?v=rBUSsP9rDsw
- ✓ Be alongside and flex as they need it – remind them of the threads you notice

Adapting incorporating attachment theory

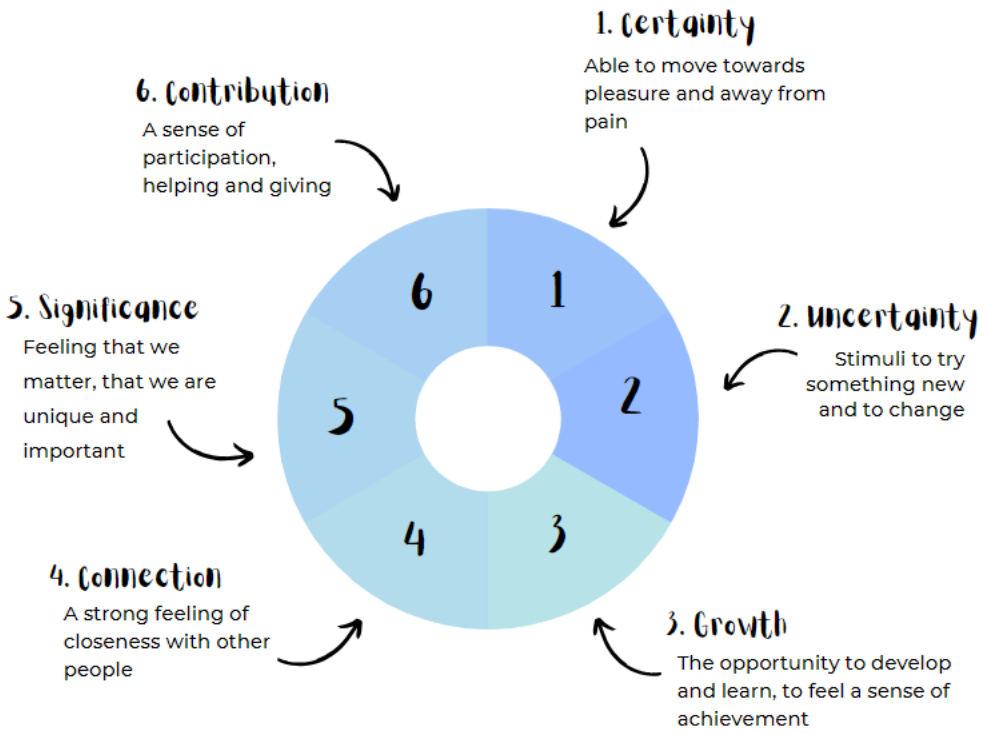
- ✓ Use what we know about secure attachment to promote safety:
  - ✓ You make sense, you matter, build the community around you, open noticing / witnessing
- ✓ Understand this can be a very triggering topic for coaches and coachees
- ✓ In contracting, explain you will refer coachee to counsellor if that feels appropriate
- ✓ Have your own supervision / counselling to help you to unpick triggers
- ✓ Do your own exploration into your own past as part of your preparation for coaching and be aware that no matter how much you do you may still be triggered
- ✓ Develop your own safe community, get solid in your belief that you make sense and you matter

Adapting incorporating attachment theory

Resources:

- ✓Secure Love – Julie Menanno
- ✓ Parenting from the Inside out: How a Deeper Self-Understanding Can Help You Raise Children Who Thrive by Daniel J. Siegel and Mary Hartzell
- ✓ Real Love – Greg Baer
- ✓ Real Love for Wise Men and Women – Greg Baer
- ✓ Supporting a child with additional needs with attachment challenges: https://www.twinkl.co.uk/resources/parents-ages-5-11-year-1-year-6/sen-early-years-0-5-parents/attachment-disorder-children-with-additional-needs-send-support-behaviour-health-and-wellbeing-parents

6 Human needs



- ✓ Needs may look very different through the lens of disability, neurodivergence or trauma
- ✓ People's needs may evolve and be influenced by supporting a child who has specific needs
  - ✓ Need for spontaneity may be more difficult to achieve when children who need certainty – what are the small wins?
- ✓ Connecting with their own needs can also connect people with loss of those needs being met
- ✓ This can also be an opportunity to reconnect and honour the loss in the way they choose – ritual or process?

What we all need

- ✓ Unconditional positive regard – love?
- ✓ Being appreciated for who we are, exactly as we are – not always straight forward
- ✓ Knowing that will be tested – how do we respond when it is?
- ✓ Becoming a wise person for other people
  - ✓Being on our own healing journey
  - ✓Becoming a safe space for ourselves
  - ✓Securely attaching with family, friends, nature parents
  - ✓Demonstrating to ourselves that we make sense and we are important
  - ✓We can grow into the wise person for other people
- ✓The most powerful question:
  - ✓What's important to you right now?

Links to appreciative coaching

✓ 4Ds: Discover, dream, design, destiny
✓ **Discover:** What are the person's unique strengths? What is the gold in amongst the ashes of what has been burned to the ground?
✓ **Dream:** how would they love things to unfold that would meet their needs in a deeper way? What could be adapted to make that dream even more exciting? What if anything was possible?
✓ **Design:** what could they do differently that would meet their preferences? What would they never have considered because it was 'not for them'?
✓ **Destiny:** on reflection, what do they notice about adapting their approach to meet their needs? What would have made the experience easier? What will they do differently next time to make sure more of their needs are met?