

Session 37: Demonstrating your capability

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Today we are exploring

- How to demonstrate your learning and capability
  - To yourself
  - To others
- Planning your coaching development journey, including how to pick the route that works for you

How do you know you are capable?

- ✓ Finish this sentence: I know I am capable when….
- ✓ How do you feel when you are capable?
- ✓ How does it feel in your body when you are capable?
- ✓ What helps you to maintain your capability?
- ✓ How does your capability impact what you want to do, be or have?
- ✓ How do you know when you are not feeling capable? What does that feel like?
- ✓ What helps you to explore someone else's capability?
- ✓ What else do you notice?
- ✓ What do you want in place to work with maintaining capability in your coaching practice?
- ✓ Explore the different resources relating to capability in the course materials for ideas

Ways you can assess your capability as a coach

- Client feedback – see sessions 25 and 26:
  - Asking at the end of each session, evaluations, testimonials, final session discussion
- Client progress – see sessions 25 and 26:
  - Goal achievement, changes in behaviour, client independence
- Association for Coaching: Coaching Competency Framework
- Global Code of Ethics for Coaches, Mentors and Supervisors
- Your own reflections
- Supervision
- Action learning
- Continuous Professional Development:
  - Workshops, training, reading, research

Ways you can assess your capability as a coach

<u>Please note:</u> these assessments can be done over time, and <u>do not</u> all have to be completed immediately. They are examples of the kinds of assessments you can do, or you may have others you wish to do instead. This is your coaching journey so you decide.

Example assessments – see resources section of this session:

- Rich Litvin: Coaching Confidence Scorecard
- Rich Litvin: Deep Coaching Scorecard
- Emotional first aid
- Learning styles – session 14
- Sensory profiling
- 6 human needs
- Emotional intelligence
- Values

Ways you can assess your capability as a coach

Example assessments:

- Resilience: https://www.robertsoncooper.com/iresilience/
- Personality profiling: https://www.16personalities.com/free-personality-test
- Transactional analysis: https://www.bradfordvts.co.uk/wp-content/onlineresources/teaching-learning/learning-personality-styles/transactional-analysis/transactional%20analysis%20questionnaire.pdf
- Strengths finder: https://test.high5test.com/
- What style of parent are you?: https://www.gottman.com/blog/what-style-of-parent-are-you/
- Enneagram: https://www.crystalknows.com/enneagram-test

Demonstrating your capability

Once you have a better understanding of yourself and your own capability you are then in a better position to communicate that with others:

- Review the assessments and create a summary of your strengths and capabilities
- Think about how your particular strengths and capabilities can support your clients
- With your particular strengths, who are you the perfect coach for?
- The more clarity you have about your zone of genius, the better you can support your particular clients
- Decide on your entry criteria for someone becoming your client based on your strengths and capabilities – what are the essentials and what are the desirables?
- Share what you find in your marketing materials
    - This is an area I do really well…
    - This is an area I am working on and this is what I am doing to address it

Planning your coaching development journey

- Review the assessments and write a summary of the areas you would still like to work on
- Prioritise the list in order of importance with the most important first and least important last
- Consider the coaching competency framework and the Global Code of Ethics to help you decide the priority levels
- Think about your own learning style and preferences:
  - How would you like to develop these skills?
- Create an action plan with the areas you would like to develop and how you would like to develop in that area, such as a training course, or read a book
- Review your action plan every few months to make sure you are on track and to revise it if needed

What this means for you personally

- ✓ Reflect on your capability as a coach over the last year – what do you notice?
- ✓ Play with it a little – what if this was different?
- ✓ Use the questions at the start of this session to help you reflect
- ✓ Identify 1 ways you want to explore your capability over the next month – with awareness that you can explore other aspects another time
- ✓ Plan what you will do over the next month to develop this capability
- ✓ Consider how feeling capable can help other parents

The importance in a parenting context

- ✓ Your awareness of and confidence in your own capability will naturally bring a new dynamic to your parenting
- ✓ You can share your awareness with coachees, both formally by showing and explaining, and informally by modelling the approaches in your sessions
- ✓ You can pick the knowledge, skill or behaviour that feels relevant in the context:
  - ✓ Introducing the coachee parent to the concept of intentionally developing your capability may help the coachee to explore developing capability in their family
  - ✓ How could the coachee explore their own capability in relation to parenting and start to notice areas they could develop?
  - ✓ How does the child feel in their body when their parent feels more capable?
  - ✓ How can the coachee check in with their child to explore how different kinds of capability feel and what actions can be taken to help the child feel more secure?
  - ✓ How can the coachee negotiate with others to ensure the child's capabilities are recognised?