

WELCOME!

The Bravo cc COACH/COACHEE EXPERIENCE:

The team at Bravo cc is excited to work with you as your coach. Before your first coaching session, read and sign the coach/coachee agreement. (Link will be sent to you by email)

Are you new to coaching?

Leadership coaching is a leading strategy for people who want to work through challenges, goals, and obstacles alongside a trained coach who can provide the tools you need to move forward, breakthrough, and reach a new level of success. Many people who have worked with a coach report positive changes in not only their professional life, but their personal life too.

One of the common misconceptions about coaching is that it is therapy or counseling. Coaching is not counseling or therapy. While your coach may use common techniques derived from clinical psychology, coaching is action-oriented and solution-oriented. It is a present to future endeavor (whereas counseling and therapy are past to present focused).

To experience the positive outcomes that can come from working with a coach, it is critical to understand the relationship between you and your coach. This relationship is built on: commitment to each other, mutual respect, empathy and vulnerability, a willingness to do hard work and at times you may feel uncomfortable in order to grow and reach a higher level of candor and transparency.

To that end, you will get the most from this experience by committing yourself to these ideas:

- 1. Show up prepared.** Between sessions, your coach will give you homework to do. If you don't do the homework, your next session will be focused on WHY you didn't do the work instead of working on the goal you have set.
- 2. An open mind:** Working with a coach can be a challenging experience because he/she will look at things from a perspective that perhaps you have not considered or thought about. At times, this can feel frustrating. Making a conscious commitment to not get defensive is important. Be ready to consider these new ways of thinking.
- 3. A willingness to try new things:** Many times when we set a goal we learn through the coaching process that what we have done in the past does not serve us. Your coach will ask you to try new things. You may find initially that you resist these ideas. For the purposes of this project, you must be willing to do it anyway, even if it feels strange or uncomfortable. Growth means trying new things.

WHAT CAN YOU EXPECT?

What can you expect from your coach?

Your coach will: Ask questions, encourage, advise, challenge, make requests and listen for what is behind your responses in order to move you toward realizing your goals.

In the same way that working with a trainer to get healthy is a worthy investment for many people, a coach is there to hold you accountable. They will ask you to examine your underlying assumptions, habits, and ways of thinking that are possibly holding you back.

A true coaching/coachee relationship is designed to help you find your own answers. By asking the right questions, embracing silence, and pushing you (gently) in a new direction, you create your breakthrough. When the solution is yours, you are far more likely to make a lasting change. But, there are times you might experience a “stuck in the mud” moment where you cannot generate an idea to move forward. In those instances, your coach will ask if you would like advise (consulting).

What will you talk about?

The content of a coaching session is up to you. Common topics include: Specific personal projects, business successes, or general conditions in your life or profession. Other coaching services include value clarification, brainstorming, identifying plans of action, examining modes of operating in life, asking clarifying questions, and making empowering requests or suggestions for action. In other cases, coachees find they want to talk about how to handle conflict, stress, anxiety or challenging people they work with. Perhaps you are struggling with time management, staying focused, being assertive or public speaking. As you can see, coaching is a good fit for anything that falls into the categories of goals or challenges and you feel like you cannot get there on your own.

Your session is CONFIDENTIAL

Your sessions are between you and your coach. Anything you say in a session is confidential and will not be shared. All information about the coach/coachee relationship will remain strictly confidential. Your coach provides a general update to your leader that you have kept your appointments and are meeting expectations.

What does a coaching session look like?

At Bravo cc we use a coaching container that addresses: Purpose, Power, and Potential. You set a goal and through the coaching process you will experience breakthroughs, insights, ideas, inspiration, and chart a path to find the way forward. We predicate the coaching experience around these ideas:

1. *You are the expert of your own life.*
2. *You have the answers.*
3. *There is continuity between coaching calls, they don't happen in a vacuum.*
4. *The coaching process is transformational not transactional.*
5. *The model is flexible and can evolve as the coaching relationship evolves.*
6. *The coach is there to ask great questions, listen, and support your growth.*
7. *Reframing using the three Ps will grow your confidence over time.*

ARE YOU COACHABLE?

Are you coachable?

Carefully consider what it will take for you to get the most out of your coaching sessions. There are clearly defined characteristics of someone who is coachable.

A coachable person is:

_____ Curious about themselves and the world around them.

_____ Ready to try new things.

_____ Can get out of their comfort zone.

_____ Able to listen without judging.

_____ Receptive to feedback (even when it is hard to hear).

_____ Energized by thinking about the possibilities of what could be.

_____ Able to be vulnerable.

_____ Humble, knows that there is room to improve.

_____ Grateful, appreciates the opportunity to be coached.

To get there, you will have to leave these things at the door:

Ego, Defensiveness, the need to be right, the need to be in control, Pessimism, Fixed Mindset

These qualities are masks for hiding a lack of confidence and the fear of being vulnerable and letting people see that you are not perfect or don't have all the answers. It's OK—we all work hard to maintain a persona that we present to the world. Coaching is a safe space where you can let down your guard and learn new things.

We all want to be seen as coachable. But are you, really? Think back to moments where you received feedback that was hard to hear. How did you take it? What happens to you mentally, physically, and emotionally when you are faced with "the hard stuff"? As a coach and coachee (I have had a coach for years), I have learned a few things about this process that will benefit you.

1. **Get curious.** You are more than likely going to bump up against some hard stuff during coaching. Instead of judging it, stay curious about it.
2. **Extend grace.** We all have areas where we struggle. Like anyone who takes leadership seriously, you will continue to learn new things about yourself. When you learn about something you don't like or isn't serving you, don't immediately go hard on yourself. Extend grace as you would someone else.
3. **Get to know your lizard brain,** give him/her a name. When does he/she come out to play? What activates it? What does he/she say to you? Listen. Don't try and eliminate, because you never will. Instead learn to acknowledge and then bless and release.
4. **Give yourself permission to not know all the things.** You simply can't know all the things. That's OK. Release the need to have it all figured out, all fixed, all perfected. Relax. Breathe. You are learning as you go.

STRENGTHS BASED COACHING

Strengths Based Coaching

As a part of your coaching experience, you will complete or update your Clifton Strengths Assessment (formerly known as Strengths Finder).

No matter where you are as a leader, taking your development seriously is an ongoing (and never ending) task. "You never reach the mountaintop!" is one of our sayings, and what it lacks in inspiration it makes up for in the truth of the matter. You cannot lead from homeostasis.

Leaders who fail to evolve may survive for a while, but they will never thrive. And in today's competitive marketplace, where everyone is looking for a space to declare their own, you must know your **purpose**, where you are most **powerful**, and you are required to tap your **potential**!

We can show you how!

Through **Strengths Based Coaching** you will be given the tools to succeed. Strengths based coaching is a research based approach drawing on the more than 30 million people who have taken a Strengths Assessment. Strengths based coaching draws on the work of positive psychology, a field of study dedicated to the science of how humans flourish, find true satisfaction and contentment, and using positive thoughts and attitudes to find the way forward.

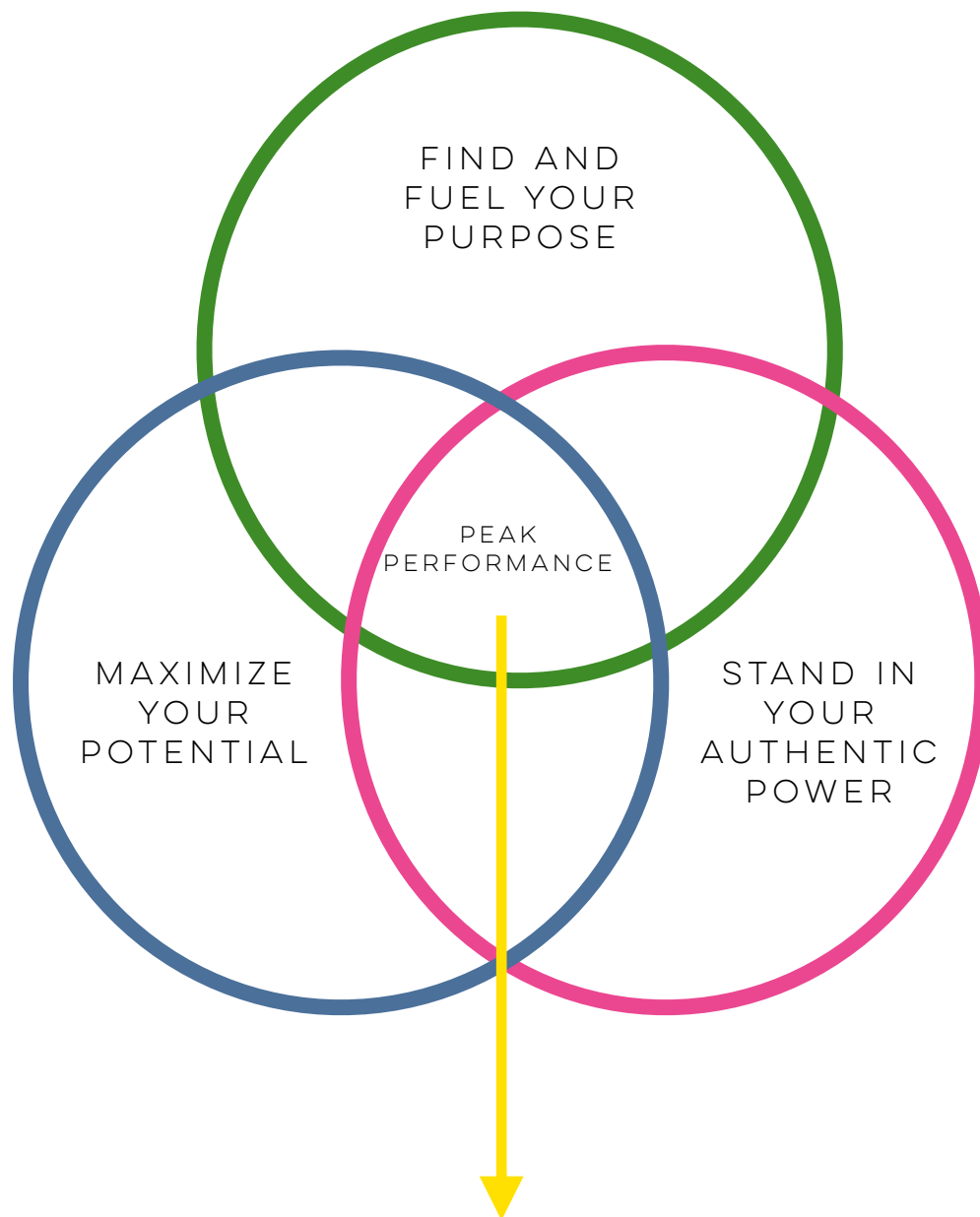
The Gallup organization conducts research around the globe to provide data to understand our natural talents, the building blocks for our strengths. In their data, they have found consistently that using your strengths every day leads to higher levels of engagement and overall satisfaction with life. You can use your strengths with intention and purpose every day, this means you have named, claimed, and aimed your strengths. You also understand when to TAME a strength too.

In our initial coaching conversations, we review your strengths report and get a deeper understanding of how your strengths function for you generally, and specifically understand how you use them to lead yourself and others. From there we can apply your strengths to any area you want to focus on. Want to improve as a communicator and public speaker? Looking to be more assertive and confident? Need to get more done every day? Or maybe your well-being is suffering... No matter where we focus our attention, strengths is the way to get to where you want to go.

Want to learn more about Clifton Strengths and leadership? Start here:

<https://www.gallup.com/cliftonstrengths/en/511814/leadership-style.aspx>

THE BRAVO CC COACHING METHODOLOGY: STRENGTHS BASED



When you optimize the Three Ps of Purpose, Power, and Potential through a strengths based coaching process, you get to **PEAK PERFORMANCE** in your personal and professional life. **PEAK PERFORMANCE** brings increased **PEACE** (feeling easy and relaxed in your life), **PASSION** (excitement because you are aligned with your truest desires) and **PROFIT** (not just seeing a monetary gain, which is amazing, but increase in quality time, quality experiences, quality opportunities.)