

Helping People Thrive Through Change

Transition Coaching

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- Explore elements of what transition coaching can involve
- Share some helpful tools
- Provide structured thinking time to help you reflect on your strengths when coaching others



What is your interest in transition coaching?

Who are you working with?



Goal Focused

Empowering

What is Coaching?

Facilitative

Attention & focus

"Coaching is releasing a person's potential to maximise their own performance. It is helping them to learn rather than teaching them."

**Discovery &
Curiosity**

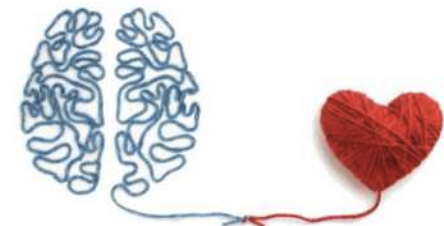
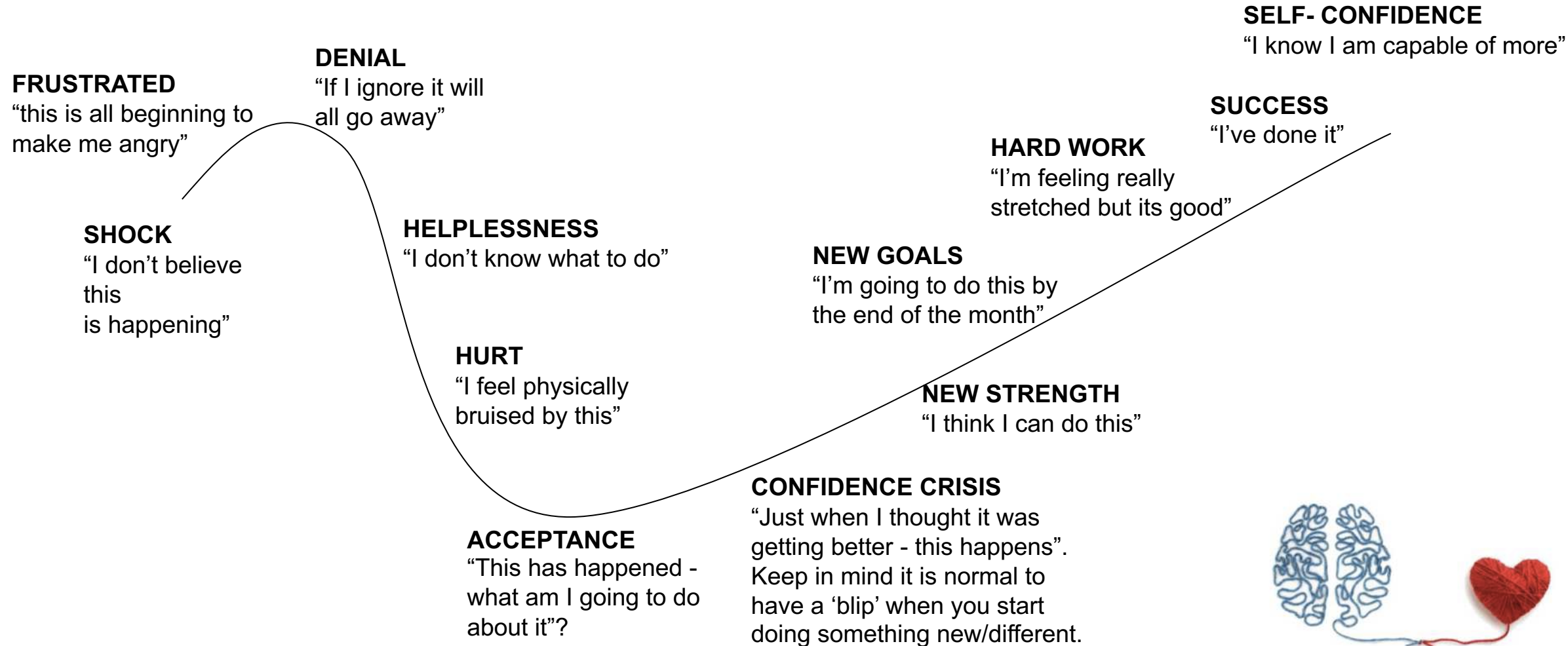
Intention

A safe space to be honest

Confidential

John Whitmore

Understanding Transition

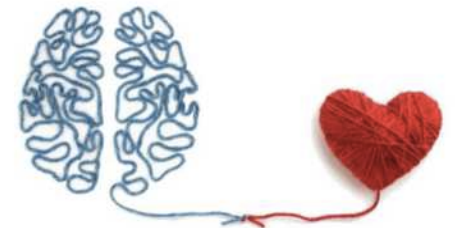


Common Themes....

- Confidence around competence and feeling able to manage workload
- How to overcome imposter feelings and manage self-doubt
- Managing feelings of stress and overwhelm
- How to stop procrastinating in relation to exam preparation
- Motivation and how to get organised with portfolio development
- How to approach challenging relationships in work
- Ways to balance work/life changes
- Career management – identify options for a portfolio career after qualifying, confidence that they had made the right decision about specialty choice
- Personal issues about health and managing family challenges

Skills For Effective Coaching Conversations

- Rapport
 - Being genuine, honest, open & fully present
 - Adequate time
 - Body Language
 - Trust
 - Clear boundaries
- Listening & reflecting
 - Empathising
 - Understanding
 - Summarising, checking & clarifying
 - Using silence
 - Encouraging & highlighting positives
 - Articulating
- Questioning
 - Asking helpful questions
 - Open
 - Reframing
 - Curiosity



SCARF Model of Social Threats and Rewards



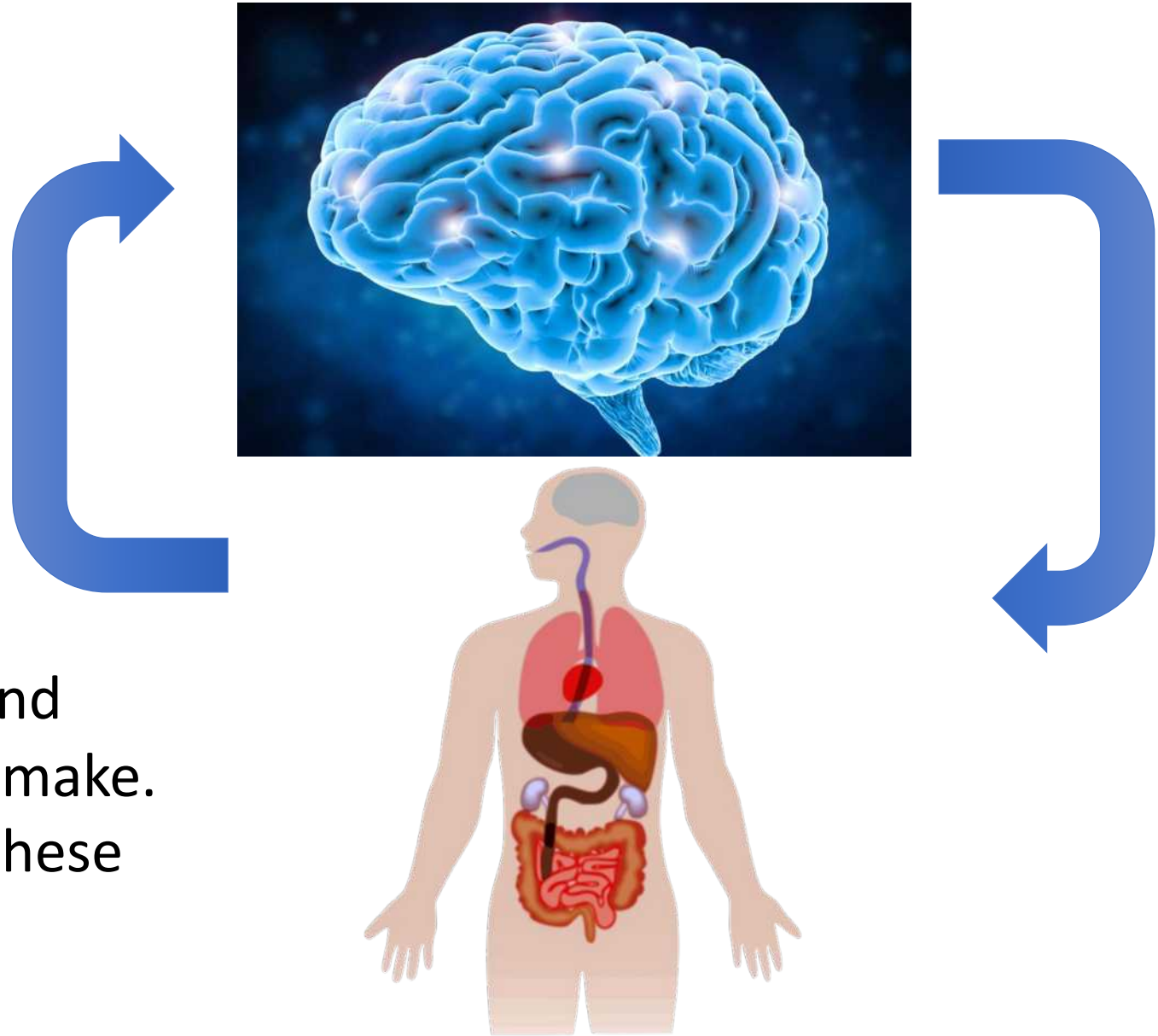
“Humans are not either thinking machines or feeling machines.

They are feeling machines that think”.

Prof Antonio Demasio - Neuroscientist

“Emotion and cognition, undefined and unexplored, drive every decision we make. If we don’t develop self awareness, these things control us”.

Brené Brown



Permission to Feel



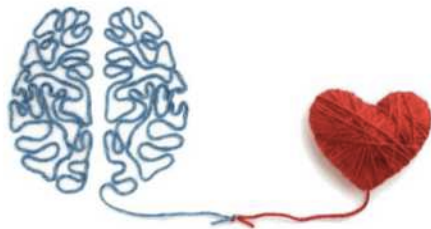
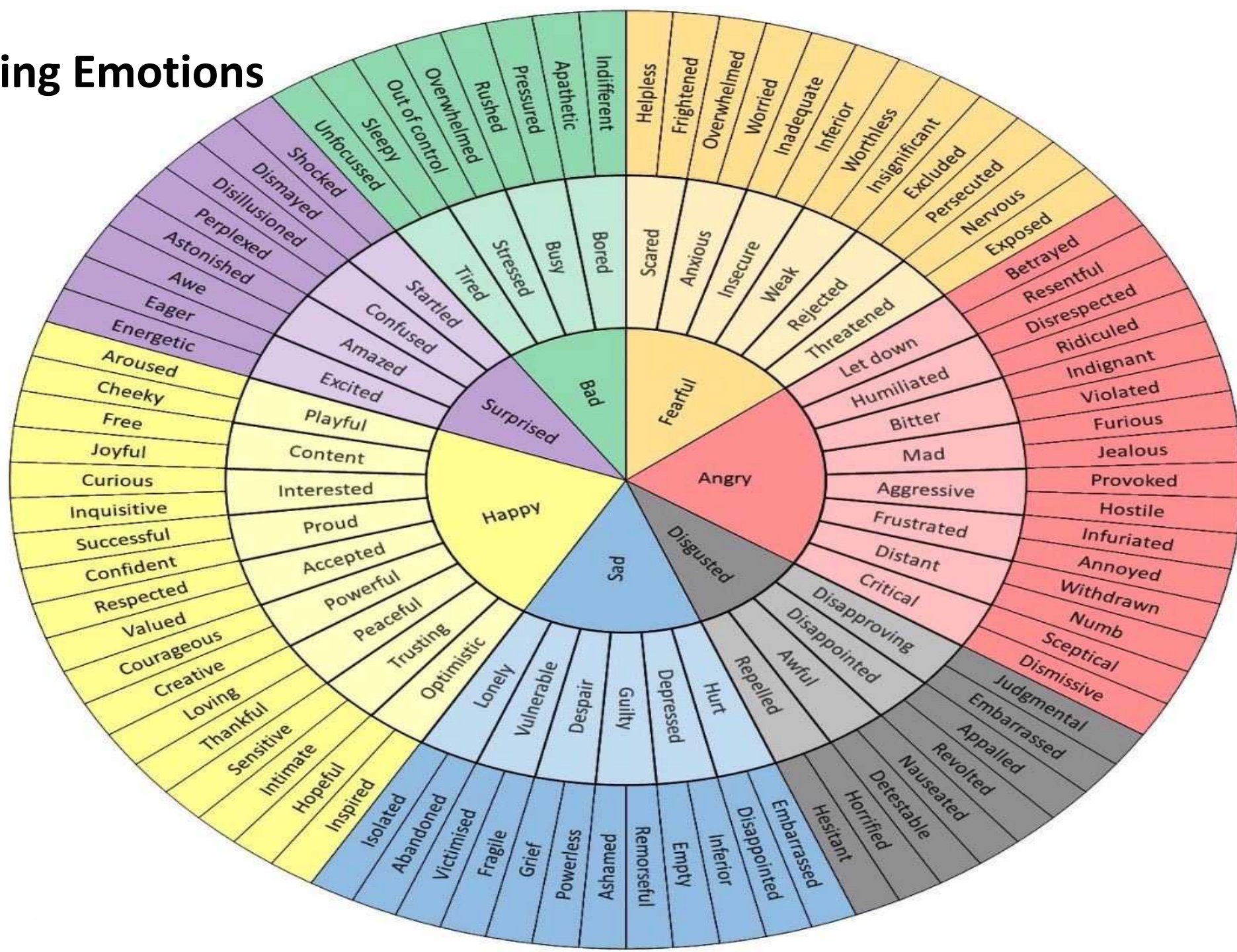
Emotions

Our Brains Best Guess....

- Our Inner Sensations
- Our Surroundings
- Our Past Experience

Emotions are Predictions!

Noticing, then Naming Emotions & Feelings



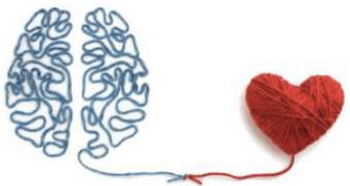
Emotions are our friends - name it to tame it!



They Fulfill An Important role

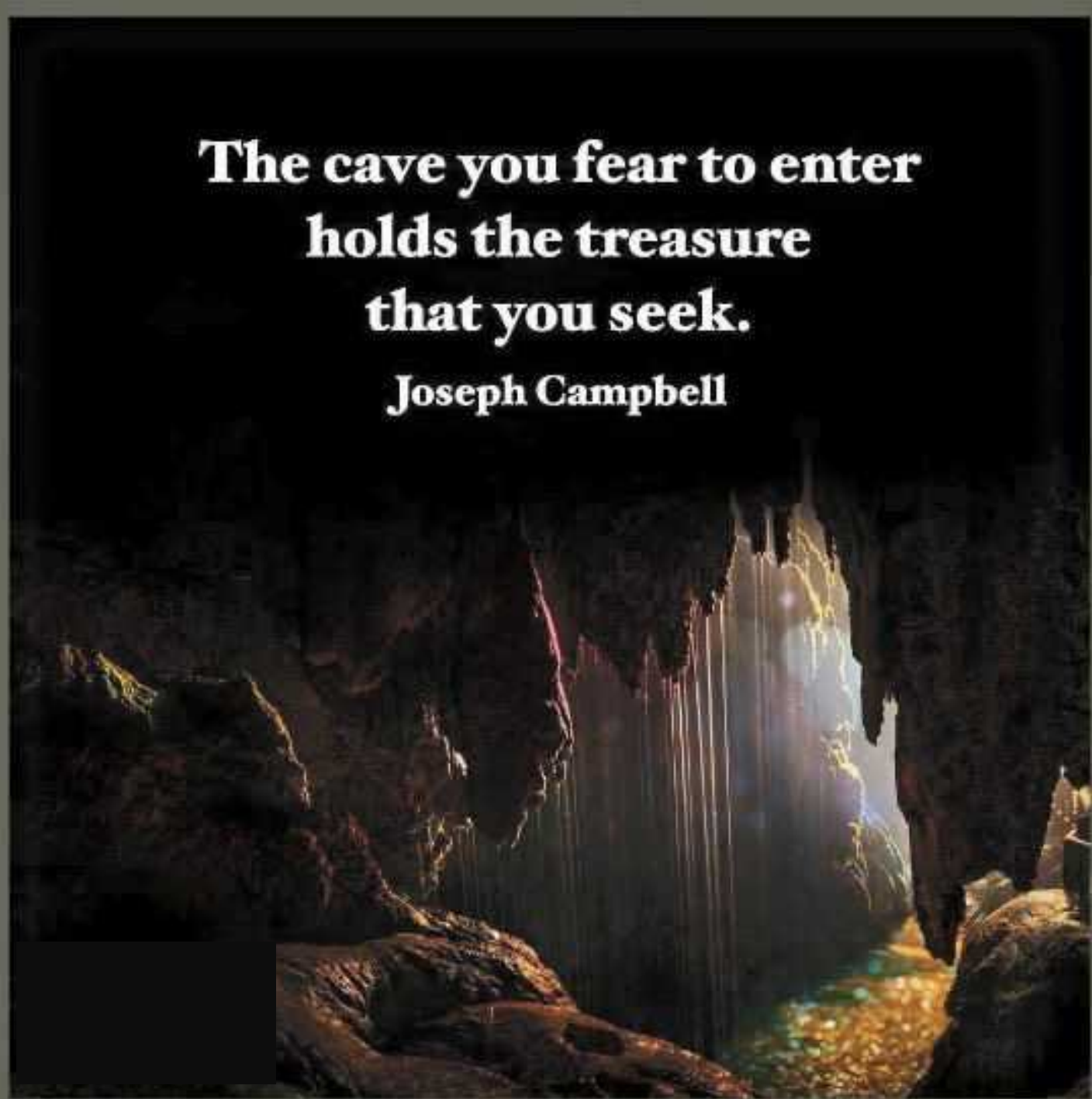
Basic Emotion	Why we have it!
Anger	To fight against problems
Anticipation	To look forward & plan
Disgust	To reject what is unhealthy
Fear	To protect us from danger
Joy	To remind us what's important
Sadness	To signal a need to receive help or comfort
Surprise	To focus on new situations
Trust	To connect with people who help

**How comfortable do
you feel talking with
people when getting
into the territory of
feelings?**

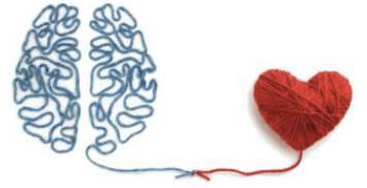


**The cave you fear to enter
holds the treasure
that you seek.**

Joseph Campbell



Re-Think Emotions with 4 Truths



- We have a right to our feelings, any and all of them
- Feelings are not inherently ‘bad’
- Having a feeling is not the same as acting destructively on it
- Feelings tend to pass if we make space for them and let them breathe. We can gain insight from what is behind them (rather than running from them)

Confidence

a feeling of
trust in one's
abilities,
qualities, and
judgement.



Slido

- What does your Imposter voice/Inner critic whisper to you?



Exploring Limiting Beliefs & Building Confidence



Shame – ‘a painful emotion that responds to a sense of failure to attain some ideal state’

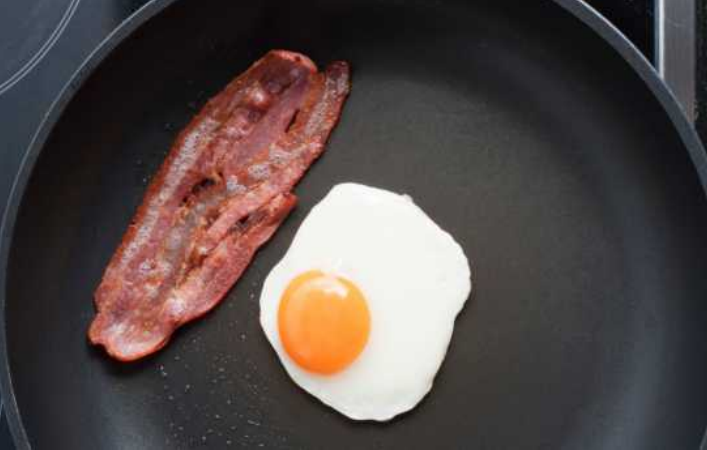
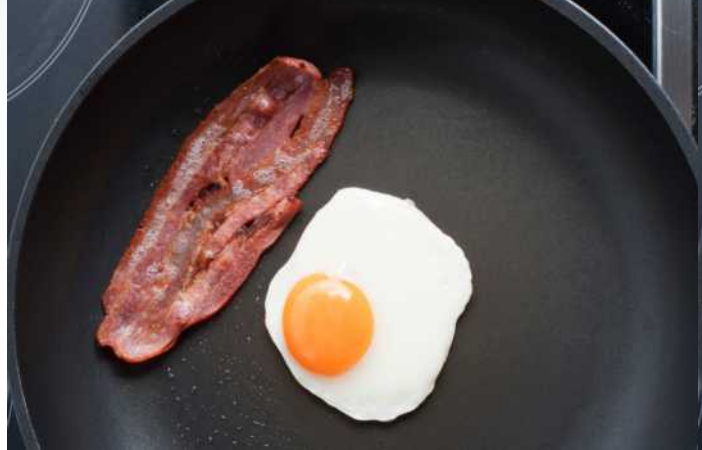
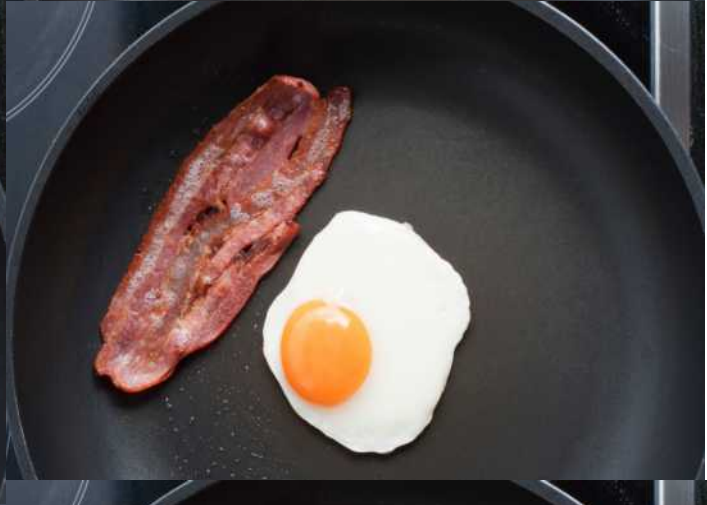
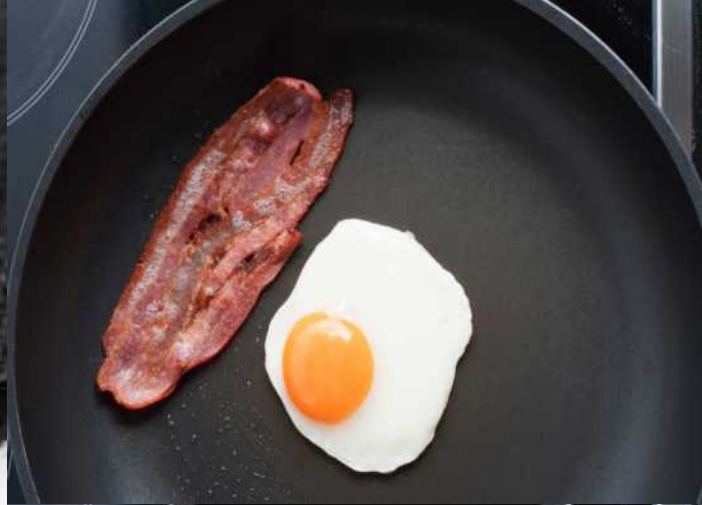
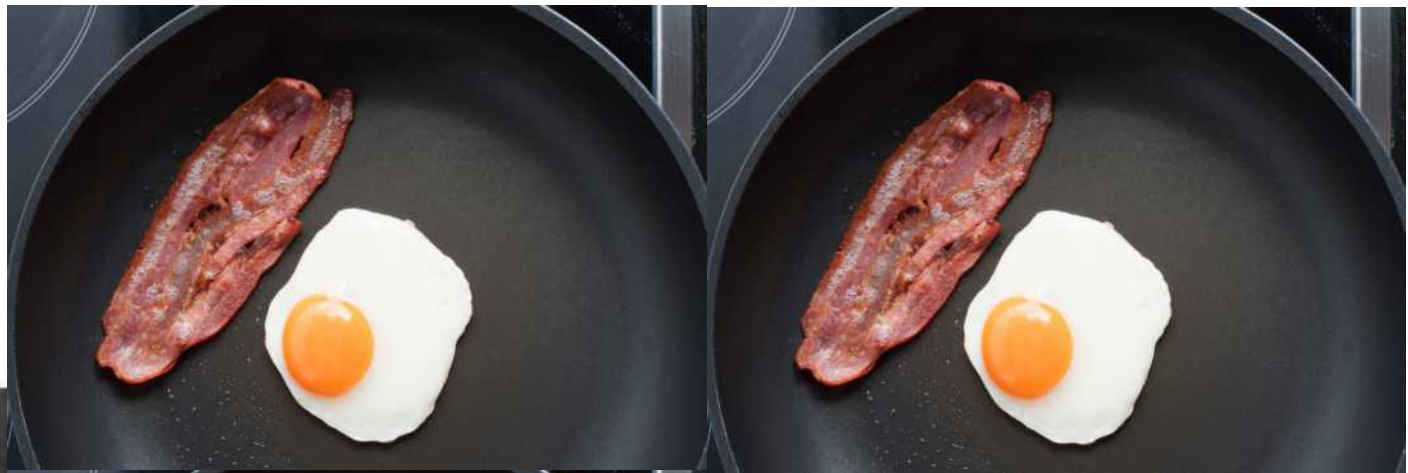
It thrives in secrecy, silence and judgement – when empathy is poured over it – it disappears



Self security – The open and non-judgemental acceptance of one's own strengths and areas for development



Enrich & Absorb Positives



Taking In The Good



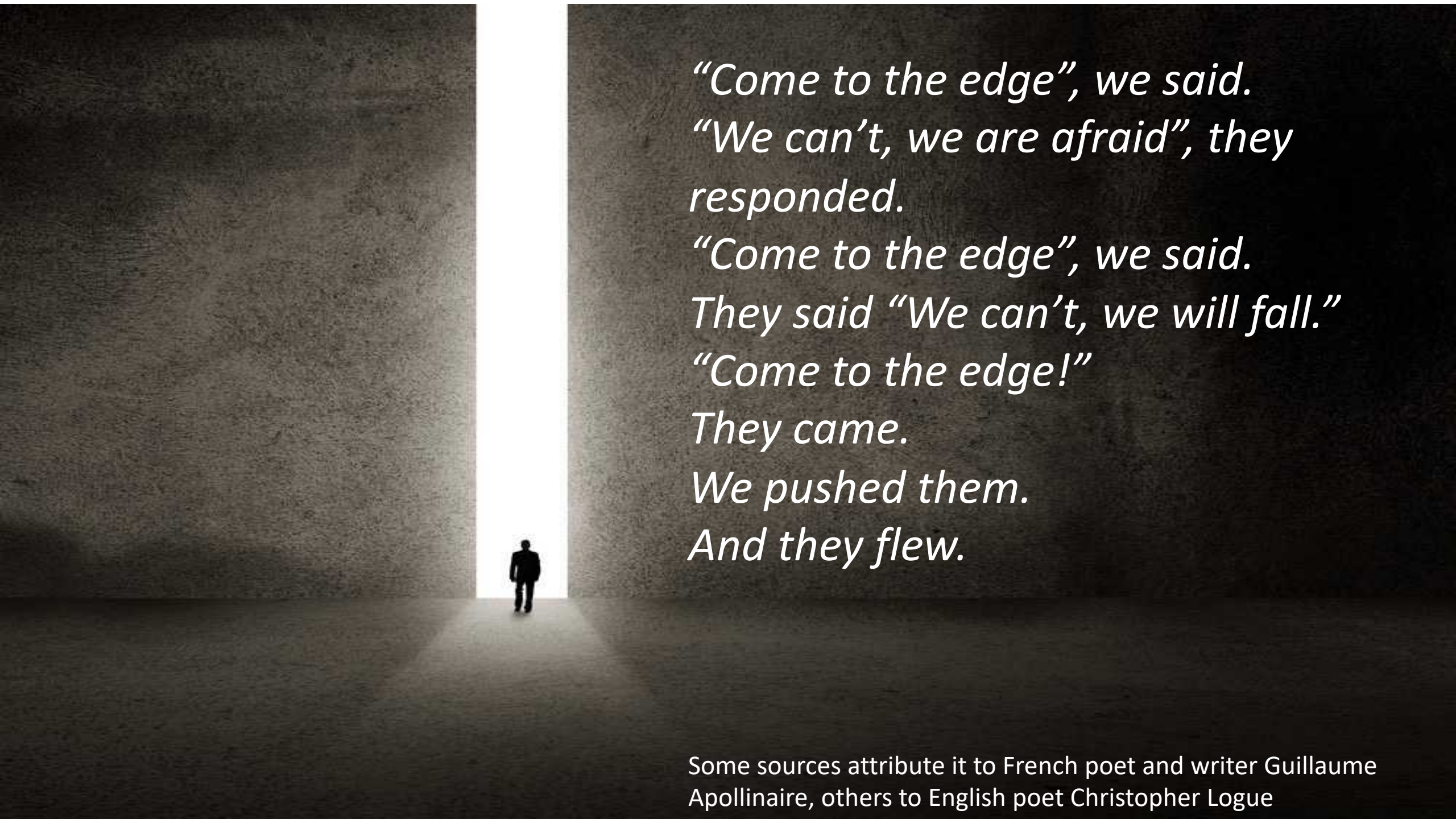
- **Have** What are you celebrating?
What are you proud of?
What are you grateful for?
- **Enrich** What was great about that? Who were you being that had that happen? What did you contribute? Who are you becoming?
- **Absorb** What do you notice in your body as you talk about this?
How might you stand in the fulness of this experience?
What physical stance best illustrates this feeling?
What is the bottom line phrase you would use to describe this?
- **Link** Pair this positive experience with a negative experience
Where else in your life can you bring this powerful energy?
What does it feel like?

Values



A way of being or believing that we hold most important — Brené Brown

- What do these values mean for you?
 - look like?
 - sound like?
 - feel like?
- How much of these values are being met in your life at the moment?
- What could you do to get more of/how can you keep them in your day to day work?
- How will this next transition impact on these values?

A person stands in the center of a dark, cavernous space, silhouetted against a bright, rectangular opening in the wall. The light from the opening casts a soft glow on the floor and the surrounding walls, which have a rough, textured appearance. The overall atmosphere is mysterious and contemplative.

*“Come to the edge”, we said.
“We can’t, we are afraid”, they
responded.
“Come to the edge”, we said.
They said “We can’t, we will fall.”
“Come to the edge!”
They came.
We pushed them.
And they flew.*

Some sources attribute it to French poet and writer Guillaume Apollinaire, others to English poet Christopher Logue