

THOUGHTS FOR THE

good life

PUBLISHED BY SUSAN SPRITZ MYERS, CPCC PROFESSIONAL COACH 847.242.0351

Summer has officially arrived and what a treat it is! Are you where you want to be against your goals for the year? Are the numbers rolling in as you projected? If not, now is the time to up the bar! It is also time to add some outdoor playtime to your day – make sure to schedule it into your calendar!



Be well and enjoy,

KOLBE

Convinced Yourself To Be Someone Else?



As I have often written, the Kolbe A™ Index assessment measures an individual's instinctive problem-solving ability and often provides insights that completely shift how individuals understand and perceive themselves. I find the insights an invaluable part of my coaching approach, as the following situation reveals.

Researcher or innovator?

Last year I began a coaching relationship with a senior-level banking executive, Peter. When Peter and I met for the first intake meeting, his Kolbe results reflected that he was a "Researcher," one with a talent for weighing the pros and cons with little need for risk or invention. As I sat with this innovative, spontaneous executive, it was quite obvious that something was amiss. I asked if he found his Kolbe results to be on target. He said no. He felt the results hadn't captured his natural way of operating. So, we arranged for an index retake. This time he really focused on answering the questions from the perspective of when he most enjoyed solving a problem. These Kolbe results showed he was an "Innovator," one who solves problems with his intuition, inclining toward original, even risky, outcomes with little need for systems or extensive analysis.

Understanding instincts – a key to performance

The incorrect index results provided a fascinating parallel to the belief he had held for years about how to conduct himself in the world of banking. He had consciously been trying to perform as a "Researcher." He had specific beliefs – that to be successful in the banking world, he needed to be analytical and cap his innovative talents. In fact, at our first meeting, Peter reported that the job was so exhausting that he didn't see how he would be able to complete the three years to which he had committed.

We focused the coaching work on how Peter could bring his innate entrepreneurial mental energy to the job, after years of stifling this talent from 9 to 5. We specifically focused on how he managed his day, and how he interacted with and managed his direct reports. Then we assessed his leadership style. Peter was amazed by how much more energy he had at the end of a work day, how much more fun work became and actually confided that he was pleased the three-year assignment would give him time to make each of his goals a reality. He was especially delighted when the head of the bank gave him a glowing review.

Met challenge head on

The immediate Kolbe results gave our coaching work insight into what was challenging Peter on the job. My sense is that over time we would have figured out the issue, however, the early insight Kolbe gave us increased the speed at which we were able to meet the challenge head on and support Peter in making significant and positive changes. As a result, he was able to increase his energy level, produce greater results for his efforts and enjoy greater fulfillment on the job.

a client's experience

“The communication on our team has dramatically improved after the Kolbe Team Success Workshop we did with Susan. And I feel so much more confident with my hires using Kolbe – I love understanding what strengths individuals will bring to the job!”

*Lori Kleiman
President
HR-Chicago*

Kolbe A is the assessment that measures an individual's innate problem solving ability. If you are interested in an individual assessment or in learning how Kolbe can support a business team striving to be more successful, call me at 847.242.0351 for more information.



*Newsletter articles draw on actual client experiences.
The names are changes to protect client privacy.*

A COACHING TALE

Is Your Biggest Asset Your Biggest Challenge?

Selma, a coaching client, is a consultant and workshop facilitator who works with large corporations and small business teams. Clients find the insight and unusual perspective she brings to the challenges they face to be of tremendous value.

Selma is incredibly focused and intense about what she does and, on most days, loves her work. Selma's intensity is often her best asset, however, it can also create interpersonal issues with colleagues and clients. She is excited about her projects and is anxious to complete them on time. That's where the challenge lies. Selma's drive often offends clients without Selma's realizing it. To not upset her, people often just stay out of her way. Occasionally, she loses work because of her intensity in achieving goals. In some cases, Selma is left out wondering why she isn't included in the natural teams that form while completing projects. In a recent intense period, she noticed a colleague chose not to take her phone calls until she returned to her reasonable self.

Meeting goals. Maintaining grace.

Coaching has given Selma an opportunity to think about how she manages her intensity and uses it to her advantage. The question she faces when she begins to feel forceful is, "How can I meet my goal and maintain a grace in the relationship?" Selma reports it wasn't easy in the beginning, but she is noticing if she slows down and listens to the others on the team, she can meet the deadlines that have been imposed without leaving a dirt trail behind her.

Assessing your traits

What about you? Do you have a trait that is your strongest ally in your success, yet becomes an issue in meeting your objectives? What question might you ask yourself throughout the day to keep your mind alert to when that trait is an asset or hindrance?

BE COACH CAUTIOUS!

If you are thinking about hiring a coach, here are a few things to consider. The coaching profession is relatively young and growing quickly. Today, anyone can call them self a coach. There is no license or experience required.

The International Coaching Federation (ICF) is a professional organization that can serve as an excellent source of information for you. Typically, its categories include:

- ethical coaching guidelines
- certification for coaches
- accreditation to many coaching schools
- a coach referral system for those looking for trained coaches

What to ask

When hiring a coach, be sure to ask where he or she received training and if he or she is certified. Be aware that many professionals are "selling" the fact that they provide coaching services, when they may not necessarily be trained as a coach. You will often hear, "I have been a coach for years, long before it was a job title or profession." True, many of us have coach-like qualities – real curiosity about what motivates individuals or the love of supporting an individual to succeed. However, certified coaching programs shape and refine those skills into a process that helps clients deepen their own learning and move their agendas forward more quickly and gracefully. And, most importantly, the coach isn't telling the client "how" to do it. The coaching process allows the client to let his or her own unique answer surface and then "own" the resulting accomplishments and rewards.

Coaching credentials

I am certified through the ICF as a Professional Certified Coach (PCC), and through the Coaching Training Institute as a Certified Professional Co-Active Coach (CPCC). It looks like alphabet soup! However, it lets you know I have extensively studied the art and skills of coaching and have passed written and oral exams to demonstrate my abilities. As a requisite toward maintaining these certifications, I pursue continuing education requirements.

If you want more information about the coaching profession, visit www.coachfederation.org, ICF's Web site. Be an informed buyer!

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Susan Spritz Myers, LLC phone: 847.242.0351 fax: 847.242.0352 e-mail: coach@susanspritzmyers.com

P.O. BOX 383 GLENCOE, IL 60022

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