



COACHING RESOURCES

Please print this booklet to complete the activities.

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CORE VALUES

Our values help us make choices about what we commit to in our lives. If you commit time and energy to something that violates or neglects one of your core values, you will start to feel resentful and frustrated. If you are not honoring your values in your choices of activities and relationships, you will get that nagging feeling that something is missing or wrong in your life.

While it is enormously helpful to know our core values, it's not always easy to identify them. We'd like you to make a list by thinking about the ideas below. Don't worry about getting it "right" and capturing all your values. Your list will be a work in progress.

Also, your values don't have to be a single word—they could be strings of words, sentences or symbols. Find the words that work for you.

Try thinking about these things:

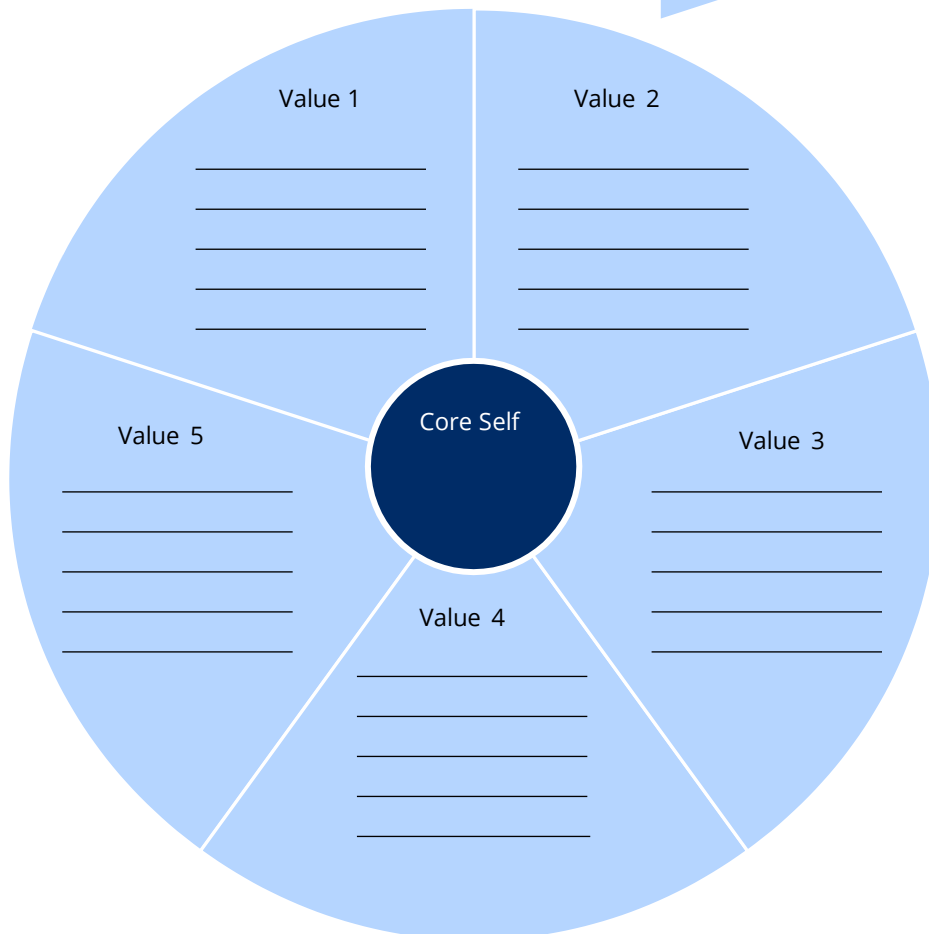
- What do you care about? What do you want in your life?
- Invisible Values - Are there defining characteristics of yourself that you might not be aware of?

Example:



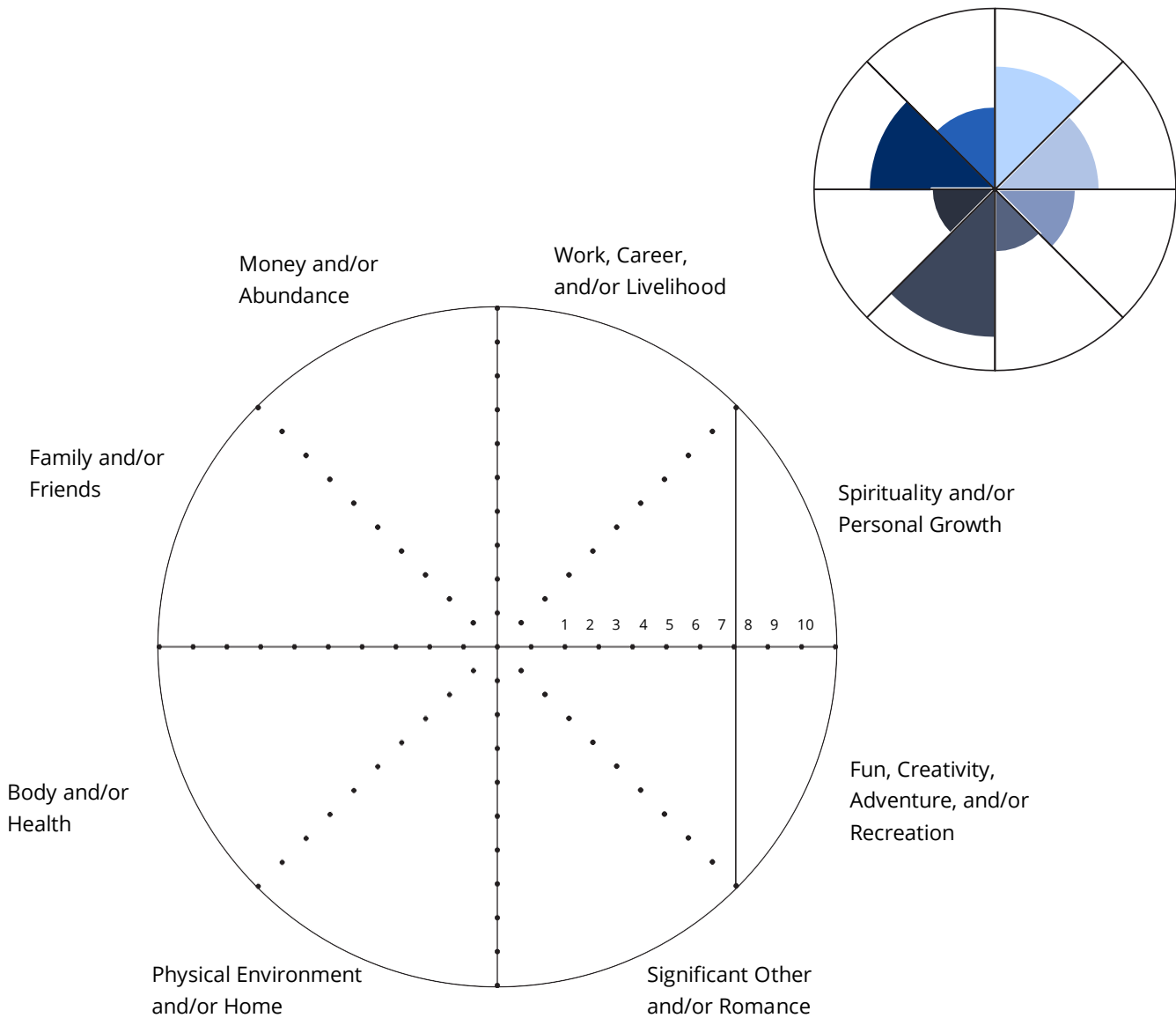
Value

- Courage
- Risk
- Living Big
- Brave Heart
- Possibility
- Faith



THE WHEEL OF LIFE

The eight-sections in the Wheel of Life represent areas of a whole life. With the center of the wheel as 0 and the outer edges as 10, rank your level of satisfaction with each area by drawing a straight or curved line to represent where you are right now. Fill in each section. For sections that have more than one choice, circle one or divide the section of the circle to accommodate your choice.





WHEEL OF LIFE INTENTIONS / GOALS WORKSHEET

Work, Career, and/or Livelihood

Physical Environment and/or Home

Spirituality and/or Personal Growth

Body and/or Health

Fun, Creativity, Adventure, and/or Recreation

Family and/or Friends

Significant Other and/or Romance

Money and/or Abundance

THE INNER CRITIC

The Inner Critic is that voice in our heads that gets in the way of our greatness and in the way of possibility. The Inner Critic has been called the Gremlin or Saboteur. The Gremlin is a concept developed by Richard Carson that embodies a group of thought processes and feelings that maintains the status quo in your life.

Your Gremlin interprets your every experience under the disguise of protecting you. But the Gremlin has nothing good to say about you or anything you do. Its sole purpose is to maintain the status quo. It highlights and heightens the obstacles, negative chatter, stumbling blocks, which in turn, causes you not to grow, change or do what you really want to do or pursue your dreams and aspirations. Listening to your Gremlin holds the potential to stop progress every day and every moment. The Gremlin itself is neither good nor bad; it just is.

We attempt to manage our inner critic by arguing with it or trying to overcome the messages. The Gremlin responds by changing its disguise and its strategy. The more you grapple with the Gremlin the more enmeshed you become. To dis-identify with the voices in your head that undermine you on a daily basis you must simply notice or name the Gremlin. That's the first step to its taming.

Dis-empowering the Gremlin - Saboteur - Inner Critic

1. Noticing and/or Naming the Gremlin - Saboteur - Inner Critic
2. Notice our Options
3. Intentionally or Consciously Choose a course of action

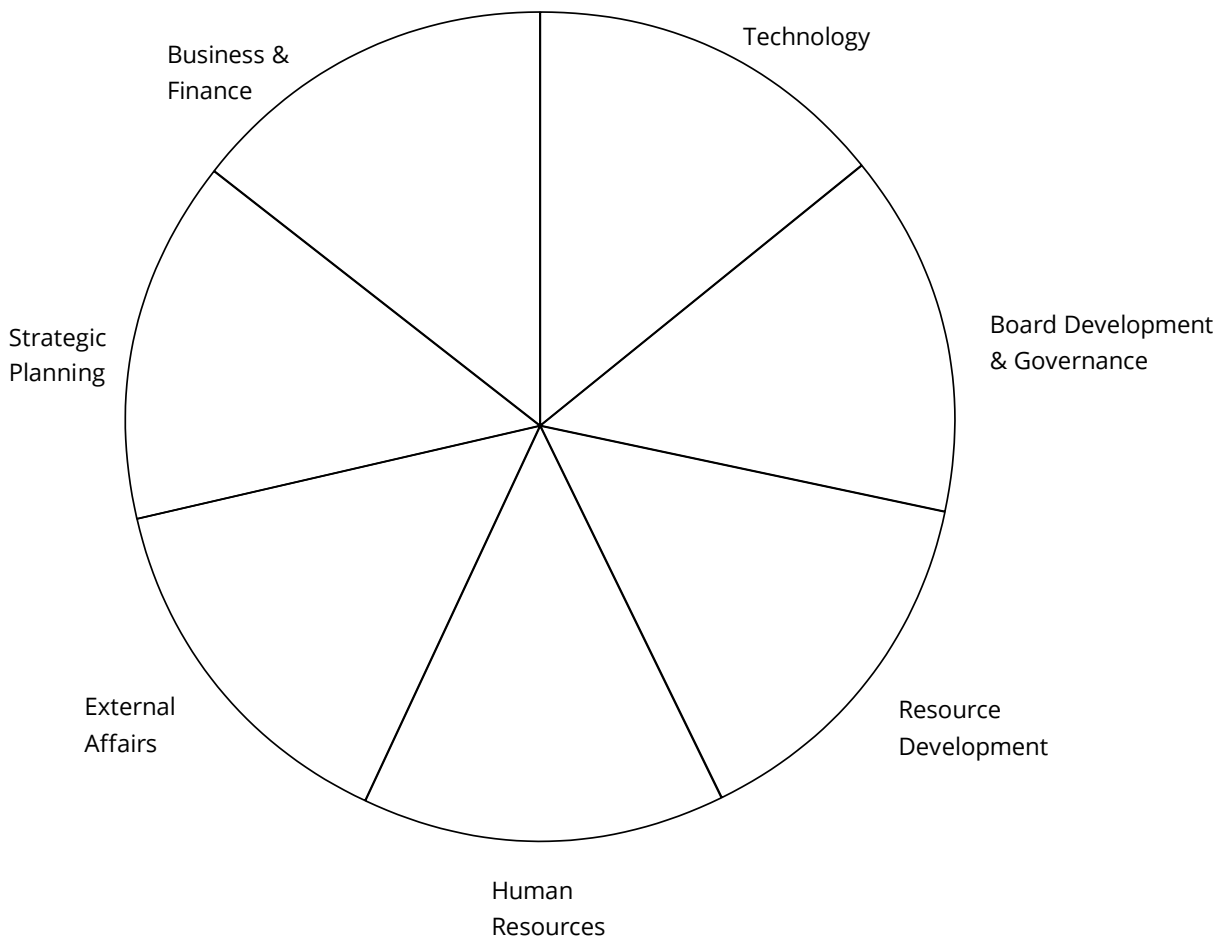
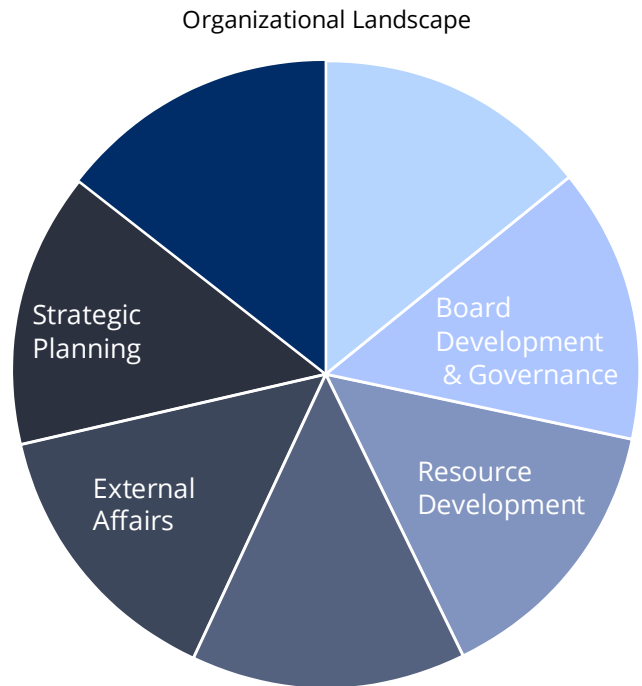
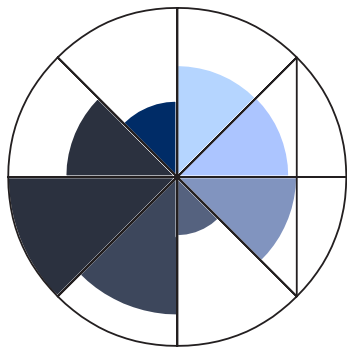
Source: Taming Your Gremlin: A Guide to Enjoying Yourself.

by Richard Carsons

OPERATIONAL / FUNCTIONAL COMPETENCIES

Instructions

These seven sections of the circle represent a typical organizational landscape. With the center of the wheel as 0 and the outer edges as 10, rank your level of competency with each area by drawing a straight or curved line to represent where you are right now. Fill in each section with a thick marker.





ALIGNING WITH YOUR INSTITUTION'S MISSIONS & CORE VALUES

If we were to shadow you for a day at work, how might we observe your institutional mission and values expressed in your work, attitude, and interactions?

What do you notice about the alignment between your values and your institution's values?

What you do speaks so loudly that I cannot hear what you say.

- Warren Bennis



LEADERSHIP RESOURCES

Personal Leadership

Leadership and Self Deception by The Arbinger Institute

The Art of Possibility by Rosamund Stone Zander and Benjamin Zander

Leadership From the Inside Out by Kevin Cashman

Leadership on the Line: Staying Alive Through the Dangers of Leading by Heifetz and Linsky

The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World by Heifetz, Linsky and Grashow

Leadership Without Easy Answers by Ron Heifetz

Leadership Can Be Taught: A Bold Approach for a Complex World by Sharon Daloz Parks

Real Leadership: Helping People and Organizations Face Their Toughest Challenges by Dean Williams

The Speed of Trust by Stephen M.R. Covey

Strength Books

Strength Based Leadership by Tom Rath, Barry Conchie

Now, Discover Your Strengths by Marcus Buckingham, Donald O. Clifton

Coaching & Communication

Co-Active Coaching by Laura Whitworth, Henry Kimsey-House & Phil Sandhal

Fierce Conversations by Susan Scott

Personal Sustainability & Self-Discovery

Taming Your Gremlin by Richard D Carson

The Heart Aroused: Poetry and the Preservation of the Soul of Corporate America by David Whyte