Creating Your Own Patterns for Success: Part 2

FEW’S LEADERSHIP STRATEGIC PLANNING COMMITTEE

October 18, 2017

Mallary Tytel, Ph.D., M.B.A.
YOU are the most powerful instrument you have in creating the best YOU.

Objectives for Today: Self-Coaching

- Articulate the essential components of self-coaching and coaching others
- Analyze critical feedback and two models for leadership development and growth
- Develop personal strategies for facing tough situations
Understanding Context

• Think systems
• Complex, adaptive
• Patterns

What are Your Patterns?

• What is your morning routine?
• How do you unwind after a tough day?
• How do you respond when someone asks you for help?
It’s All About You …

What patterns do you see in your actions?
Are those patterns hurting or helping you?
What can you do differently next time?

© Healthy Workplaces 2017 All rights reserved
What is Coaching?

• The relationship between a coach and an individual which creates an environment of honesty, respect, and accountability.
• This relationship motivates both participants to be their absolute best and to achieve extraordinary results in and outside of the workplace.

Coaching Components

• Results orientation
• Partnership
• Engaging in specific challenges
• Feedback
• Learning and growth
• Link between behavior and bottom line results
Coaching Steps

• Setting goals to work on specific behaviors
• Seeking out experience that will help you learn and practice new behaviors
• Identifying and addressing any obstacle to your goals
• Continuing to practice new behaviors, and having some support for your effort
• Reviewing and reassessing behavioral changes to help solidify learning
Self-Coaching

The ability to seek truth with your own skills and abilities to do an honest self-analysis. This is an opportunity to bridge a gap between where you are and where you want to be.

*When was the last time you had an honest conversation with yourself?*

---

Personal Inventory

- What are my strengths, e.g. areas of mastery and leadership potential?
- What are my opportunities of growth, e.g. areas where I can develop my skills, talents, and strengths?
- What are I going to do to continue my own professional learning and development?

[Checklist: YES or NO]
Adaptive Action: Growing Your Own Capacity

• What?
• So What?
• Now What?

What . . . ?

*Adapted from the work of and special thanks to Dr. Glenda Eoyang and HSDI

© Healthy Workplaces 2017 All rights reserved

Decision-Scape: Endeavoring

<table>
<thead>
<tr>
<th>High</th>
<th>Clarity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Motivation</th>
<th>High</th>
</tr>
</thead>
</table>

© Healthy Workplaces 2017 All rights reserved
Decision Scape

Clarity

Motivation

Low

High

Action
Decision Scape: Walking

Clarity

Motivation

Low

High

Action

© Healthy Workplaces 2017 All rights reserved

WHAT?

SO WHAT?

NOW WHAT?
The Appalachian Trail

Clarity
Low

High

DEPARTURE
TEAM
RESOURCES
TRAIN
PREPARE
PLAN
TALK ABOUT IT

Motivation

STRENGTH
ENDURANCE
BEAUTY
SUCCESS
CHAMPION
AWESOME!

Action

Your Turn
Your Responsibility to YOU!

• Career planning
• Networking
• Relationship building
• Taking ownership for skill building
• Contributing to the success of others
• Seeking feedback
• Acting!

So …

• What do I want to be working on?
• What do I need to help others work on?
• What do I want to shift?
• Where can I make a difference?
The best vision is insight.
Malcolm Forbes

Something for you . . .

Text HEALTHYWORKPLACE At 42828
For a free copy of my ebook
Vision Driven: Lessons Learned from the Small Business C-Suite
and
Coaching Tip Sheet:
15 Tips for Selecting Your Best Coach

© Healthy Workplaces 2017 All rights reserved
For More Information:
Mallary Tytel, Ph.D., M.B.A.

+1 860-874-7137
mtytel@healthyworkplaces.com

http://www.healthyworkplaces.com

© Healthy Workplaces 2017 All rights reserved