


Coaching Emotions

COMSEP COACH

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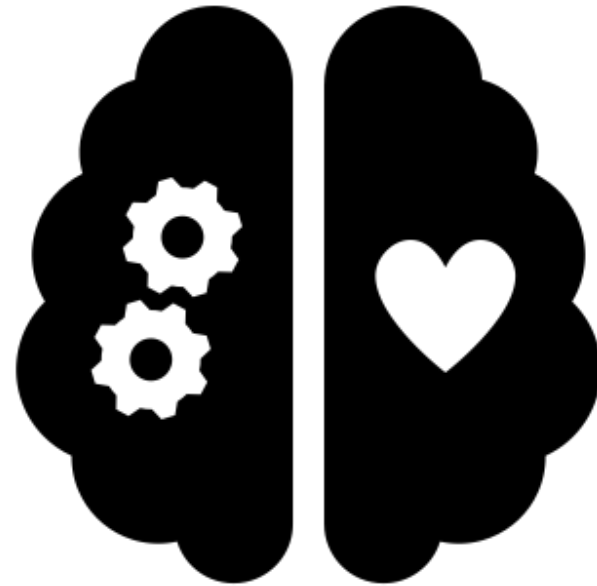


You are working with a trainee as a coach

- Mid way through the session talking about next steps in their career, they get teary eyed and stop talking.
- What happens with YOU as the coach when you hear this?

The brain and emotions

- Happiness
- Sadness
- Anger
- Fear
- Disgust
- Surprise



Why unpacking emotions is important

Information

- Unpacking fact from feelings
- Move to deeper insight
 - Examine old stories; Imposter syndrome

Relaxing and allowing further processing

- Normalize feelings
- Allow time and space to experience them
- Discover how to manage in real time

Clues for approaching future situations

- Noticing how they are feeling as an entry to leverage previous learnings
- Develop additional resources for problem solving

Emotions as Important Information

- When you listen deeply (level 3 listening...beyond the words) you will see clues about what is going on with your coachee...sometimes this is subtle, sometimes not so subtle.
- How do you create the space for sharing emotions?
- What do you say or do when your coachee shares?

Creating the space for sharing

- Built on the coaching alliance
 - Clear agenda, confidentiality, focused on them
- Remember it is their agenda
- Keep your coaching mindset
 - Curious and open
- Check in with yourself
 - Do you have space for this conversation?
- Can you think of ways to proactively set the stage for sharing?

When your
coachee
shares...

- What is your default?
- What can you say or do to foster growth and curiosity in your coachee?
- How will you check in afterwards?