



Introduction

This exercise is a gift for those who registered for the CHLNet webinar on Coaching. The following brief exercise is an excerpt from the over 40 exercises in the Tri-namics resource/workbook based on supporting the development of the LEADS capabilities. As mentioned in the webinar the Tri-namics® system is based on self-directed learning and is richer yet when combined with social learning practices.

There are a number of ways to you may like to explore working with this exercise. The following are three different ways. To understand the value of each, try all three.

1. Coach yourself through doing the exercise then reflecting or maybe writing about what you discovered.
2. Complete the exercise then peer coach or work with a mentor/mentee on the exercise.
3. Reflex on the exercise then work in a Coaching Triangle to explore it more deeply.

Coaching Triangle© Exercise

Here is an example of one effective way to work in a triad.

Focus

- Take turns reading the introduction to the Tri-namics exercise you are working without loud to each other first then take time together to discuss your thoughts prior to starting.

Structure

- A typical approach is to use a 3 roles exchange: the peer coach, the coachee (person being coached) and the observer. Take turns in each role. The exercise will give you a few coaching questions to start with; add your own to deepen the dialogue. You will also find that you instinctually come up with additional questions of your own.
- Take 15 mins in each role.

Communication

- As a peer coach, use a coach approach in your communication. Stay curious, listen deeply to understand, ask questions to provoke thought and clarify what you think you heard, and do not give advice.

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Debrief

- Debrief at the end of each coaching exercise.
- To start your debrief, reflect on and discuss the following questions as well as any others thoughts that come up for you.

As the coachee

- What was this experience like?
- What did you discover?
- How might this exercise be helpful in your leadership development or other professional goals that matter to you?

As the peer-coach

- What was this experience like?
- What did you discover?
- How might this be helpful in your own leadership development intentions?

As the observer

- What did you notice about this process?
- What did you discover?
- How might what you learned be helpful in your leadership development intention?

Close

- Thank each other by giving specific feedback to the value each member contributed.
- Discuss what is next i.e. what might you do with this learning.
- What was the impact of this triad experience, what do you notice that was different or the same as other learning environments?
- Discuss other comments that matter to you.

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Exercise Introduction

STRENGTHS

Natural strengths are talents you are born with. When you use them, you feel energized and time often appears to disappear. Natural strengths may differ from developed skills and knowledge that require more focused attention and effort to learn. These natural strengths built on and coupled with learned skills and knowledge maximizes your talent. For example, you may have natural talent for drawing. If you do not cultivate and develop this talent it does not go away. However, it is also not very visible and potentially fully realized. Greatness is born out of developing and strengthening your natural talents.

As a general rule, society focuses on our deficiencies. If instead we focus on strengths we optimize our potential and produce excellence. We know that when people focus on their natural talents and developed strengths they are highly successful and leaders in their field. Being aware of your talents is the first step to making the most effective use of them. You will want to be cautious not to overuse them for when overused they may become a deficit, as in a detail person taking more time than necessary.

These principles apply equally to organizations, groups and individuals. For more information on strengths visit, www.marcusbuckingham.com.

Instructions:

1. List your natural talents.




If you have a hard time with this, ask your colleagues and friends for input.


2. Set stretch goals and develop a plan to bring them to excellence.

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 What will it look like when you are even better in this area, who might be an inspiration, what support will be helpful, what stops you?

3. Describe what your natural talents and strengths look like when overused.

 What are the consequences of over use, what do you do and what triggers over use?

4. Develop a strategy to self-correct when your strength is overused.

 How might you mitigate what does not work? Who or what could help?

5. List natural talents and developed strengths (learned skills) that will be helpful in your plan for leadership excellence.

Additional questions:

In what way can you use your talents and strengths to reach your goals?

In what way can you use your talents and strengths to nourish what matters most to you?

How might your life be impacted by expanding your talent capabilities?

What does it cost you not to thrive using your talents?

What excites you about exploring your talents more?

What 1 small thing can you do to build on your natural talents?

What does your team or organization do well and how can you use your talent and strengths to champion excellence in this?

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