**CC\_S2E8**

welcome to coach to coach a podcast dedicated to showcasing the power of coaching. I'm your host, dr Katie Linder, and I offer coaching to academics and higher education professionals to bring more ease to their lives and work. Before you dive into this episode. Here's a quick introduction to the structure of the show.

In each season of coach to coach, a new guest coach will come on the show to demonstrate a range of coaching tools and strategies. The first episode will offer you an introduction to the guest coach. Then I'll coach the guest and they'll coach me for the next six episodes and always on real topics and issues we're dealing with in our own lives.

Each season we'll end with a debrief episode where we'll talk about how the season went. And offer any updates on the topics covered in earlier episodes. It might make the most sense to start each season in the beginning and listen to the episodes in order this season. I'm delighted to introduce you to dr ball.

He supposed specializes in helping ambitious, perfectionist get out of their own way so that they can experience greater joy and fulfillment in their careers. Now onto the episode. Hello ISA. Bo, how are you? Hello. I am well and so excited to debrief with you tonight. I am super excited to and similar to for folks who are listening.

If you listened to season one, um, East of O and I are going to talk through this season, uh, both in terms of topics. Of kind of updates of how things have gone with these different coaching topics and also in terms of tools, because we were definitely using different things. Um, and we'll probably tackle both as we go through each episode.

It's kind of hard to talk about one and not the other, I think. Um, so in the first episode where I coached you is about the sort of been, uh, episode two of the season. We talked about your relationship to writing and I would love for you to offer an update for our listeners. How is that going for you?

There was a shift towards more writing and yeah, so after our conversation, I just let it be because I think we did talk about seasons in that episode and I realized, yeah, I don't have the energy. I think at one point you asked me flat out, and I'm like. Nope, I'm not going to get off this call and write.

I'm not going to play any writing. I simply do not have the energy or interest at this moment. And I realized it's because there was nothing that was really Mmm. Calling to me to, to write about. And then that change, which with the completion of a project, ah, in December. Sorry. Where are we now? Yes. It finished in December, and my collaborator and I started to, we had already started talking about before about, about writing it up.

So now I feel like I've got a focus. I've got something that I want to write about. I have somebody that I want to write with, um, and something to, to share about. So we've started, we've put together, we're putting together a proposal for the, um, international journal. For academic development and yes.

That's good. That is awesome. So does that, did that surprise you when that happened? Cause I felt like you were kind of not in a good spot. There was only way out. Yeah. It sounded like that in the episode. So I'm sure some of our listeners are like, Whoa, big turn around. It is. Yes, I did. I wonder whether that was going to be part of.

The the near future or in the far future. Um, and I think it was really this project that I felt excited about, that I felt was unique. And that coincided so nicely with the , the call that fit really well with what we had done. And the fact that I w just adore the person that I, Hmm. Working with and. I am happy and delighted that we have an excuse to keep working together.

That makes a huge difference. It does. Yeah, it does. Okay. Yeah, so that's the update for that. That is awesome. Okay, so were there any tools that kind of stuck out to you in that particular episode? I, when I read, listened to that, and even when we did it the first time. It was your question about what does it mean to be scholarly?

So when we talk about powerful questions in coaching, this was one that I felt, I found it very powerful because I was so narrowly defining scholarly with writing for peer reviewed publication. But your question, Mmm, was not a one word answer, did not prompt a one word answer. I had, I had number of responses to that.

So that was the tool for me. That was, that really, really, I think, uh, prompted a, a shift or a big aha in that conversation. I feel like, like everyone has their favorite tools that they use, and some of my favorite powerful questions are definitional. Like I definitely use that with all my clients to really try to nail down what does that mean?

You know, especially if it's a word that's used frequently, but also sometimes there's like a feeling that someone has and they can't name it. And so we'll try to name like, what is that that you're describing? So anything that kind of gets at that definitional stuff. Those are some of my favorite questions.

Yeah. Yeah. Okay. Okay. So the next episode was about implementing a new system. Um, and I was trying to find a system for folks who are needing to remember, I was trying to find a system to kind of manage my coaching clients. And when I relisten to this, um, I just, what I heard in the session was how cocky I was about this thing that I was like, Oh yeah, it's going to be fine.

I'm 95% sure I'm going to do this. And I think we even talked about like beta testing it and I was like, I don't even debate a test at like, I know I need to do it. Um, I am not using that system. I did beta tested with like two of my clients and, and found some pretty serious flaws. Um, for example, it didn't work well on mobile.

And like, one of the clients I work with is highly mobile, um, friendly. Like she needs things on iPads and stuff. And I just found that it wasn't really serving my clients. Um, and especially around things like goal setting and the note taking and they couldn't find things and you know, like it was just, you know, complicated.

And so I ended up with a building, basically my own system and a tool called notion, which folks may have heard me talk about in different spaces, but it's, it's a highly customizable kind of project management tool, and I have probably moved about a dozen of my current clients in there. And they are loving it.

Like it's a great place for note taking. And I have a template that I use for all of our sessions. Um, it's allowing me to link, you know, the audio files in one place. We can share links and resources in those sessions, and it's kind of got a dashboard where everything gets housed in one spot. So it's a little bit fancier version of like a Google doc might be a way to describe it.

Um, but that was, that was definitely. An eyeopener for me because I was so sure. And it's just a good reminder of like, even when you're sure you can be totally wrong, what it is you're supposed to be doing. So, yeah. Yup. That's my content update. Yeah. And, and it was, it was interesting for me to relisten to it, uh, as well.

Um, and some of the things that really stood out was. Okay. Were things that you affirmed about yourself during that fish session? You know, I'm a systems person. Yeah. Your values tied to systems and documentation. Yeah. I came out really, really strongly. I don't know if that was something that also stood out for you when you listened to it over again.

Yeah. Well, and also the fact that part of those values were why I didn't choose the tool because it wasn't good enough in terms of systems and documentation, and I had to kind of leap in and design my own, basically. So, and I think there's also this value I've been kind of toying with, and I can't remember if we talked about it in that episode, but.

I like to create beautiful things for people. You know, there's something about the design that is really important to me, and so when the design is not functioning correctly or my clients are like not having a good user experience with something, it is a real problem for me. And I just take a lot of.

Pride, but also just enjoyment and pleasure and designing something that looks and works, you know, really seamlessly and beautifully. So I think that that's also what drew me into working with this other system, even though it was more work on the front end to kind of figure out how to use it and design it and all of that.

It did allow me to really practice those values, um, in an important way. But I also remember from this session in terms of tools. That you were really good in your questions with mirroring back my language. And I think that that helped me to really deepen my understanding of what I was really trying to do.

And even though in the session I thought I knew it was helpful to have those kinds of deeper understandings when I realized that this actually wasn't going to work and that the thing that I was 95% sure. Was not. Right. Um, and also I should mention, because the thing I was going to purchase was like $1,000 a year.

Now I'm using a system that's like $4 a month. So, you know, it's like you just don't know. You just don't know. And did you know about notion when we were having this conversation? I think I knew about it and I had kind of like. Rejected it a little bit because it was so, and I've heard this, I've heard, or I've heard other people say this about notion, and I'll link to this in the show notes for people who want to check it out, that it's just very intimidating because it is a design from scratch kind of program.

And if you don't have a template, it's kind of like, what do I even do? Like how do I make this aesthetically pleasing? How do I. Build something from literally nothing, and it's hard if you don't know what other people are doing. So over a period of a few months, I did a deeper dive and I looked at templates and I watched YouTube videos and really tried to understand kind of the core functions, especially when I knew that this other thing wasn't going to work.

I was like, well, now what am I going to do? Because they all. All of the things in that kind of suite of software kind of function in the same way. So it was like, well, this one is a good, and this was the best one I found, you know, like what am I going to do now? I still needed a solution. Like I had a very clear problem that I needed a solution for.

So I think that that drove me to kind of revisit and say, you know, okay, maybe I do need to design something that's kind of customized for my needs and it's actually led me. I ended up purchasing a course on notion and the woman who created it, her name is Marie Pulin, she's a Canadian who's like a deep notion user.

I'll link to all this in the show notes in case people are interested. She's now designing use cases for coaches in notion. And we've talked about kind of what coaches need in this space and the kinds of templates that would work for them. So it's an interesting, you know, growth area for me to be talking with her and with other people who are using this.

And it's a different community that I've kind of started to, to explore. So, yeah, I mean all that to say, you know, I think that. I sometimes I think can come across very confident and like, yep, this is it. This is where I'm going. Um, and I, I did feel that confidence in the moment. I mean, I was sure that this was the tool and sometimes it's not, and you gotta turn in a different direction and be open to exploring different possibilities.

And it's a great tool. I'm using it in all kinds of ways now that are beyond those client case uses. So. Yeah, yes, yes. Okay. Thank you for that one. Yeah. Oh, it was super fun. Okay. Um, shall we move on to the next episode? Okay. So this was around designing a fitness challenge for yourself and kind of re-engaging in this, tell us your update after re listening to this episode.

Oh, this was funny. Well. I, um, had completely forgotten.

So, uh, let's see that when I listened to this again, I was surprised. I was like, I said what I do, what by when? So I thought it was just so funny that I had completely misremembered this session. Oh, that's so interesting. Yeah, I did remember that. I wanted to . The physical intensity of, um, yeah, of my activities had completely forgotten that I had even thought about doing a ski trip or snowshoe trip by the end of January.

Um, so it did make me really like, it reaffirm the importance of going. Back to my notes. Oh, so the, um, the role of the coach in terms of accountability. Yeah. And this is something that in these seasons, we're not focusing on that a whole lot cause we can, we alternate. And so we don't always do that kind of check in.

That would be normally part of the coaching session, that session. Important thing to notice. Yes. So having not reviewed my notes and given that we weren't building that in because it wasn't like a regular, uh, quote unquote coaching relationship, um, yeah, I, I found it quite, quite to entertaining to listen to what I had aspire to.

So having said that, um. I did, uh, get into the span and that really enjoyed that. And I found that, uh, a way to kind of, um. Make sure that I was doing that on a regular basis, meaning that I bought a few specials where you had to use them in a very short time. And, uh, and that was good for me and I did end up going on the long weekend.

That just happened right now here in British Columbia. I did end up going on a three day, uh, cross country ski trip, which was really nice. Staying in warm hotels in the evening. That's my kind of trip. It was like organized by, by a lovely club, and so, you know, I didn't have to, basically, there was little for me to organize and a lot for me to, to enjoy with a nice group of people in a really simple fashion.

Nothing fancy, just nice skiing. And, and good company. So. I did end up doing that ski trip, just not quite in the way.

Yeah. This incredible. Yeah. Yeah. This is so interesting to hear because I felt like in that session, this felt very urgent for you. Oh, so like that was the impression I had in the session. And so when you were like, I completely forgot. I was like, really?

And this was the other thing is that. How things shift so fast where I might be in a space, um, where something does feel really, really urgent and important. So not just urgent and important and how like it can just sort of, yeah, change. Yeah, and I, I found it exhausting to listen to myself as you were coaching me.

I was like, Oh my gosh. Like Katie has to be. So no, I do not remember that at all. Like that was, I did not feel impatient with you in that session, but I do remember feeling that sense of importance. Like, yeah, this was something we were really trying to explore because it felt. Meaningful for you in terms of your self care and kind of these other things you were trying to figure out.

And also I do wonder seasonally because it was like winter and you were like trying to get into this, and so I don't know. We're heading towards spring. I mean, I don't know if that's making a difference, but this is part of, I think, the value of revisiting these kinds of topics as a client and to kind of go back and say like, do I still feel the same sense of urgency and importance with these things and why?

What has shifted. Yeah, yeah, yeah. It was, you know, we recorded this in the fall of 2019 because I remember referring to, um, a fall hike and, and that, um, so yeah, things, things do change in terms of the, the seasons and, and I obviously was feeling. Some anxiousness about not being able to access the outdoors as much with the, with the, the winter coming are all the, we have a very mild winter.

Um, yeah, I think, you know, in terms of, can I mention a tool that was really helpful? Yeah. So one of the tools that you used was, uh, this notion of. Rules to help with making decisions because I think I found exhausting was the amount of energy that was going into making the decisions. Yeah. Should I do this?

I did that. How long? Blah, blah, blah. Um, and you proposed at one point using a sort of decision matrix to help me, am I gonna go for a run? Am I gonna go for spin? You don't kind of thinking of the different factors involved and doing might not have followed that, like, you know, rigidly . Hmm. It was, that part was something that I remembered as I was making decisions what to do.

Yeah. It was good. Yeah. I feel like, and I think I remember in the episode I said, this doesn't work for everyone. Yes. Yeah, because I think for some people it feels too constraining to have those roles. But it reminds me too, I've recently been reading James clears atomic habits, and he talks about this difference between motion and action.

And I feel like when we're circling around decisions, it's the motion and we kind of feel like we're taking action because we're thinking about it so much, but we're not actually doing anything. We're just giving it all this kind of emotional labor or. Mental or cognitive labor, and so that this is, I think, a one that, that helps you transition into action to say, I don't have to do the thinking anymore.

There's a rule, you know, like if this is in place, then I do this other thing. And I like that. I feel like for things where I've really struggled, you know, and working out as a great example. Right now I have certain rules. Mondays, Wednesdays, Fridays are strength training days. Tuesday, Thursday, Saturday, Sunday are.

Running on my treadmill days and I have specific workouts that are already laid out, like I don't have to do any decision making. It's like I get up, I walk downstairs and I do the workout. I mean, it's, and that to me is incredibly helpful for certain things where it's like, I just don't want to have to think about it for sure.

Yeah. Yeah. So that worked well. That is awesome. Okay. Okay. So the next episode was me talking about social media and being a little bit more intentional about it. And this is something that I had been putting off for so long, like a year, like something crazy ridiculous where I had like had one way, we were talking specifically about Instagram.

I had had one way of kind of organizing my grid. I didn't want to use it anymore. I'd rebranded my business. I needed to kind of get with the rebrand. And um, so basically what happened was right after this session I went and one of the things we talked about was me, like deleting certain things from that grid to kind of start fresh, did the deleting, and then I didn't do anything for like three months, two months.

And this was during the period where I was moving, and I'm not going to give all the excuses as to why I didn't do this, but there were a lot of other things going on for sure. But then one day in January, I was sitting in my empty house in Kansas. This is where I moved. Our stuff wasn't here yet. I was literally sitting on an air mattress on the floor of her bedroom.

And I dove in and did so much preparation and planning for this grid, and I like prescheduled a bunch of posts and like I have been able to keep up with it ever since then. So if you go right now to my grid on Instagram, you will see like this newly branded spread that alternates between like powerful questions.

Basically, I put powerful questions on there and images and I have captions and. It is so satisfying. Oh my gosh, I'm just satisfied hearing about it. I like to go that long. And even so, I keep a five-year journal, which is basically like a one line for each day and then for five years, so you can kind of go back and see over time.

And my line for that day was like, I have just done something that I've been putting off for so long, and I, and I, you in that moment you're like. This is just not that big of a deal. Like why did I take so long? But it like the timing of these things happens when they're supposed to happen. I believe that I, you know, it's like I didn't want to force it so I didn't, and now I'm feeling very positive about kind of what I'm doing there.

And, um, yeah. So that's my, Oh, that is terrific. And, um, speaking of motion and action, so in those two, three months where after you deleted, but before you sat on your air mattress and to have this, this day, uh, were you able to put it aside or was it still floating around? I kind of had to put it aside because that was the time when I was in hyper gear getting a bunch of stuff done for the move, but also for the business for 2020 so I was finishing drafting the coach training guide.

I was working on to launch my coach training program, and there were other things I was doing that was kind of content generation. I prescheduled like the entire first quarter of my Twitter. Seed, like there was just a lot going on. It was like I did everything but that, and it was, it wasn't in the back of my mind.

I mean, I was never able to fully let it go because I knew I wanted to do something, you know, like it wasn't, I wasn't leaving it behind, you know, like it needed to happen at some point. But I also think it was one of those things where once after we moved, I had a little more cognitive space because I had done all of this preparation and, and, and literally I was in an empty house and like, what else were you going to do?

But, you know, fix your Instagram. Granted. That's right. So, yeah, but I also, the thing that, the tool that I wanted to point out for that episode, which I thought was really helpful. Um, if people remember we went through these steps for action and I wrote down the steps, like what do I have to do first and then what would happen and then what would happen.

And it made it very practical in my mind. Like I knew exactly what I needed to do. It wasn't mysterious, it was just I needed to have kind of the cognitive energy to do it. And the creative energy too, cause there was a creative element to it. And the other piece is, I kinda did it in stages because I was able to kind of collect some images that I thought would work well.

And then I also learned, this is actually what really triggered it because I was randomly going around online and I use Canva as a tool to create these images. And somebody had posted a YouTube video about how you can basically. Reference things you've created in Canva, but that are in like other folders and you can like drag them into the space you're currently working, and this may not make sense to people, but basically I had already created art for all of my podcast episodes that had these like quotes in them or these.

Powerful questions and I could literally kind of resize them or drag them into this other area where I was doing the Instagram. I could reference that. I found a way to reference it and kind of pull it in. And that made it really easy cause I was like, Oh, I just have to like resize things and move around a little bit to move them from the rectangle to a square kind of thing.

And that was actually like, it was like the straw that broke the camel's back in terms of like getting me to actually do it because I was like. Oh, this makes it like almost too easy. So once I learned that trick, like that day I went in there and just like made all these images and just did it. So that's the other thing is like, sometimes you need something to like unlock, you know?

And you don't know what that thing's going to be. But I'm not, you know, I, I'm such a believer in not forcing things when you don't want to do it. Because when you do get to that place where it unlocks. It's so much more fun and pleasurable if you didn't force it, you know? Yes. So, yeah, I know. I feel like our debrief is so the opposite in some ways of what I do with Katie, cause I feel like I'd made like no progress on thing.

And now I'm like, I'm actually doing the things that we talked about, which was very exciting and not a reflection at all on Katie's ability to cope. But yeah, like. It's kind of fun to see. Actually, I think you and I are debriefing significantly later than after this season, so I wonder if at the timing of it too is part of what's helping with that.

Yeah. Um, yeah. So it made it also been debriefing with her when you had the move, like, yeah, it was before that significantly, but yeah. Yeah, it was a different time in place. It definitely was. Yeah, for sure. For sure. Okay. So the next episode was me coaching you around personalizing some strategies for networking and tell us about this.

Okay of this episode for you. Well, as you may recall, during that episode, I was speaking about the lack of energy that I had around finding networking events and Mmm. Yeah. There was just something that was really creating barrier, therefore me and you suggested, um. Networking. Thinking of networking is bringing people into me.

So building community essentially. And you were referred to a woman who does, um, goal hikes. I think that's what she, she calls them. And so we talked about what would it be like for me to organize. Something of that type because I do love the outdoors and I love Boothman and I live right by the beach and also right by a beautiful forest here.

And whereas maybe my very initial reaction was, Oh my gosh, I don't want to organize something. Cause I think at some point you had asked me about, um, how it felt a book organizing something, but organizing something like this felt. Appealing and I felt . Okay. Quite intrigued by, uh, by this idea. So afterwards I did go check out, uh, this other person's a website, Jackie car.

And I reached out to her as well, and I picked some dates and. Created a little advertisement, did my first one in December, did another one this month, and have another one scheduled for later this month. So I, I, I plan on continuing it and both the ones I've done it have been terrific, uh, in terms of, I really enjoyed them.

Only one person showed up.

But th like it was just such a beautiful experience and, and I really paid attention to not making that mean anything, right? Like not making me like, Oh my gosh, I should just give up on this. There's only one person. I will continue to do this because I, I feel really good about the experiences that I had and it just feels, it feels right for me.

Anybody who's listening to this, who is close to Vancouver, Canada has to go on these walks because every time I see ease about posting them on LinkedIn, I'm like, why can I not go on this? Okay. Yeah. I would love to go this whole, it sounds so amazing and I love this concept and that you were really. You just like immediately embraced it and just like went for it.

What, what made that difference for you? Because this was an, this was definitely something that you took action on. We did have an accountability step, cause I remember I emailed you and you told me what was going on with it, but it's more than the accountability step. I mean, this was really meaningful for you.

I think it's that this is exactly what I love to do. I love being out doors. Ah, I love coaching. Clearly love coaching. If I can combine those pieces. And it was really about, um, making it easy so it wasn't like a hike across the bridge that helped travel an organization is like, I picked locations that I can just walk to, that I can post in a neighborhood as well as, as posting online.

And. That I would enjoy doing, whether there were six people, one person, no, whatever it might be. And I should mention actually that as a result of posting this to a community, an online community that I belong to, I was invited to do a session. Um. Lightness, but it was going to be indoors. So it was the same type of like using prompts and looking at our intentions.

And there were 12 people who, who came to that, and that was also a lovely experience. So a little bit different, but it opened up and my point is that it opened something up. So I think it's the alignment piece that really made this. Easy for me to follow through lawn. I love that. It reminds me of, I was talking with, I don't know if it was you or someone else about this year in my business, I've been trying to create experiences that I know I need.

Yeah. And like in prolific my online community, we do these monthly goal check-ins because I wanted that. I wanted to have a monthly goal chicken, or I wanted to have a reading group around something and. I don't mean to do it in a selfish way, but it's like, why can't we align? You know, the things that we're offering other people with the things that we deeply want and if we want them, maybe other people do too.

And I love that about this, that you, this is something that you want and that you feel aligned with and you're kind of inviting other people into that space with you. It's so powerful. Yeah, yeah, it was, it was, uh, it was fun. So, I mean, in terms of a tool, for me, this was really about reframing, um, reframing how I had been thinking about networking and connecting with other people in, in a whole other way.

Yeah. I mean, when I think of you in like a stuffy hotel, networking with people versus like outside by the ocean, leading a hike. I mean, I'm just like, it's the opposite. It is just the opposite. Like picture in my mind and even watching you talk about it and hearing you talk about it, cause people who are listening cannot see you.

Um. You're just so much more calm and just, you know, I, it's such a difference than what you are bringing to that session around like you really didn't want to go working. Really didn't, didn't know. So as the weather gets better, it might end up being that we do this in the mountains, but for now. Here in the woods and on the beach is great.

Oh, I love that. Yeah. Yeah. Thank you. Thank you. Well, and it's such an important lesson and reminder for me of like, we can reframe, we can't, if we don't like something, why are we doing, I mean like we can kind of just explore it from a totally different angle and. That was a really fun episode because it, it was something where we kind of dovetailed into like a really interesting topic that we were able to explore for you.

And I love that idea of thinking about community from a different angle and instead of pushing out how do you draw in when it comes to networking and that kind of offering new perspectives and brainstorming about what we can do. Like, I mean, all of those coaching tools are some of my favorites. Yeah, and I think there's a similarity with that first one around, uh, what does it mean to be scholarly?

It's, it's, um, in both cases was a shifts, right? In a shift, meaning that I was really attached to what being scholarly means or is, and I was really attached to what networking looks like. And in both cases, you helped me shift. I do. So, yeah, there's that, that has a long lasting impact. Okay. So we have one more episode to talk about.

Um, and this was thinking about. Having a coaching mindset in my new job. And as we record this, I'm in my third week. We have time for this. So, well, you, I'm talking about this. Yeah. I'm in this, this, uh, new job three weeks in. And, um, this. Session was so helpful for me because I did not know what to expect.

Kind of coming into this position, there were a lot of question marks for me, and it so far has been very focused on, um, some systems work and kind of helping this new team that I've inherited. There's 10 people that I work with to really think about goals for this coming year and how to break down those goals.

So there's a lot of project management pieces to what I'm doing right now. But the goals work has been really interesting and has allowed me to think of from the coaching perspective. And in particular, I find myself many times throughout the day saying, what would a coach's response to this speak? Like just it is in my head when I'm in this space, which is really what I wanted.

I knew that there were not, there were going to be situations where this would not be possible in terms of having me practice, you know, that mindset. Um. But there are lots of situations, especially in meetings or when I'm kind of planning conversations with people, and I recently had a very productive conversation.

I was introduced to someone in human resources and we were talking through a scenario, and this is part of what they do. They kind of coach you basically on different scenarios. And I said, you know, I'm a certified coach, so I'm really coming with that mindset. And. It really shifted our conversation cause he's like, Oh, so you must know about this, this thing, this technique.

And I was like, I do know about that. And he's like, and you probably know about this other thing. And I was like, I do know, put that. So we had this really fun, like, you know, brainstorming kind of conversation because we were talking the same language and we were coming from the same perspective. And you know, so I think that it, I really view it as a strength that I'm bringing to this role.

And I feel like in the past, partly just because of the timing of when I became a coach, it just wasn't something I was able to integrate. It would have been like a weird one 80 you know, in the world that I had before. But in this role, it's like so integrated. It's very aligned. It makes total sense. You know, as why I would ask these kinds of questions.

And I don't know if I even told you this ISA, but it was so funny to me. So I was meeting one on one with all these people who report to me. And um, one of them said, you know, we were all a little bit nervous before you came. And I was like, well, I can understand that, you know, a new boss or whatever. And she goes, yeah, but I told somebody who asked me.

Wouldn't you want to have a career coach as your boss? Could you have anything better? So they know that I have this coaching background and I was like, that is so like, what a cool thing to hear. You know that this is hard. This is a strength for them, that I'm coming in with this and that they see it as like a, a comforting thing in some ways to like comfort them when they're feeling kind of stressed out about this new environment.

So all of that. Yeah, yeah. All of it. And I do feel like that episode was about offering some new perspectives, and it was a good example too, I think of you used a tool that I think sometimes doesn't feel like a coaching tool, which was basically to say, have you thought about this other thing? You know, like, and sometimes people might say, well, is that leading, you know, as a coach to be kind of like broaching new topics that the client isn't raising.

But I do think that from the perspective of a coach, you can use that tool to kind of open up the conversation and to say, there are other angles here that maybe you haven't considered. And that's what I remember the most from that, that episode is you asking like, have you thought about this? Or have you thought about that?

And like this genuine interest in helping me explore. What are all the possibilities here because it was so open and I really didn't know what was going to be coming out of that and I needed that. I needed the widest possible range of possibilities of what that could look like. So that's really what I remember from that session was kind of, not in like a challenging way, but just in a like curious, curious way, you know, like, have we considered all the options here?

Yeah, I remember I would, there was so many unknowns, and I'm glad to hear you say that you received it that way because when I listened to the episode, there were a number of places where I was cringing because I wondered whether.

Whether I was inserting myself more than I should be as a coach. I think that's the danger of that. You have to be cautious. Yeah. Yeah, absolutely. Yeah. And it's not always that we get to hear how it was received. Yeah. Yeah. By the other person. Well, and I think the challenge too is. By the end of the season, and I think we heard this in season one too.

We know each other better. Oh my gosh. You know, we've developed a relationship over this time of talking to each other, and so you have a vested interest in my success as an, as a coach. You would too. I mean, you, you care about your clients, you want, and I do think that there are situations in which you do insert, you know, certain things, but in this case, I felt like that insertion was used as a tool.

Hmm. And I think there's a difference between insertion for kind of. Not selfish reasons. That's kind of a too dramatic of a word, but like for your own gain or for your own, like, you know, I need to tell you this because it will make me look like an expert or whatever. Versus inserting to say there's a purpose of this insertion.

To broaden the perspectives here, or to challenge a little bit of kind of the barriers. Maybe you've put around a certain thing and we need to expand that. We need to push it out in different directions and I do think that can be a coaching tool. And I think ICF does too. I mean, I think, um, I'm referring to the international coaching Federation.

I think that they also would say there are certain situations in which you should help your client broaden their perspective. And sometimes that means pushing a little bit against boundaries. yeah, yeah, yeah. Yeah. So I am very excited to continue seeing how this mindset shows up, um, in my workplace. And I felt like I left that session with just very practical ideas of what it could look like.

And again, going into something that I didn't really know what it was. I needed that I needed, you know, a sense of what that would be and, and how I could be kind of reflecting on that. So, um, thank you. It made a big difference as I was going into that new environment. Yeah. You're so welcome. And, and in terms of, um.

You know, coaching is a way of being, right? It was a phrase from that session that really stood out for me because you used it and you, uh, this was one case where you had said what we had agreed that I would check back with you, which we did. Um, and then you also went back to the intention that you had set around being deeply rooted.

So those fit really nicely. Yeah. It was all very aligned. Yeah. Yeah. It's so interesting when you come into a new environment, whether from a move or a job shift or you know, other kinds of things that might change, you know, the dynamics of your life. Yeah. But it is a fresh slate. I mean, it's such a powerful thing to be able to have that kind of fresh perspective and to say, what do I really want this to be like?

How do I want to shape this? And I think it will continue to be shaped, you know, over time. And I, I'm, I'm sure this position and things will change as all things do, but to go in with that sense of rootedness and you know, what, I was really looking to do it, it also, I think just helped me to think about what does it mean to mature as a coach, to be incorporating coaching and that mindset and that way of being.

Into new environments and to kind of constantly be aware of what does that mean to try that, you know, in different spaces. Um, so it definitely felt like a, a leveling up in some ways when that happened. You know, when I was able to bring it into the day job, it was like, Oh, this is a totally new experience to do this.

And. I have to say, and I think one of the things we might've talked about, or maybe it was after the recording, was this idea of like burning out coach. Um, and I have had to watch that, um, because it is. Difficult to do that mindset all day and you're in and out of it. I mean, it's not like you lock in and it's 100% of the time, but, and then I come home and I coach at night often and I coach on the weekends.

And so I do have to be kind of mindful about that and really careful about building in my own kind of self care and solitude time and you know, making sure that I am prepared to do that level of support. Um, but I also have found that the more you practice, the easier it gets. And I'm now practicing way more on a regular basis practicing which part?

The coaching mindset. Yeah. Just being in it more consistently. It's not like I'm code switching as much. Yes. Which is what you found exhausting, you found really tiring with, exactly. Exactly. So the transition has become a little bit easier. And that to me. Is huge in terms of just like taking all the exhaustion down a notch in terms of what's actually happening.

So it's like you're strengthening a new muscle because you're using it more. So that's really fun. Yeah. Oh, I'm, I'm, I'm delighted that your environment is really welcoming of that. I think that this is now part of. Part of your your work. Yeah. I'm very grateful. Very, very grateful that I have that opportunity.

Yeah. Isabel, I don't want the season to end. No, it's so sad. But also I am so thankful that you came on for season two and did this experience with me and that we could work together in this way, and I hope our listeners have also really enjoyed. This season and kind of hearing some of these topics and our debrief, and as we record this, I am recording season three with a very different coach than the first two seasons.

Um, so I think that you'll be able to hear some fun differences between that. Um, and he said, well, I just want to thank you so much for the time you gave to this and the amazing coaching and. This was just so fun. It's such a pleasure. It really, really was. And, uh, the fact that we've had this time together and gotten to know each other better is just, uh, such, such a gift.

Yeah. It is. I don't think you have to wait to hear season three. I know. Coming soon. All right. So for our listeners, you can always find all the links to the things that we described in this episode. I'm at dr Katie linder.com backslash coach. And um, if you haven't listened to season one, I hope you'll go back and take a listen and also stay tuned for season.

Three, which as you're hearing this debrief episode, if you're listening to it live, when it, when it drops, probably will be coming out, um, season three, about a month from now. Uh, so I have looked forward to sharing that with you as well. And, um, he's about, I'm sure we will talk to each other soon and I look forward to it.

Thank you.

Thanks for listening to this episode of coach to coach for any resources mentioned in the episode. Check out the episode, show notes@drkatielinder.com slash coach if you found this episode to be helpful, please take a moment to rate or review the show in Apple podcasts or recommends episode to a friend or colleague.

Thanks for listening.