**CC\_S3E4**

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 Caitlin FOSS.

Caitlin is a certified weight and life coach who helps academics overcome their self sabotages of overeating and overdrinking. As a tenured psychology professor and department chair, she knows the unique demands of academic life. Now, onto the episode. Hi Caitlin, how are you? Great. Katie, how are you done?

I am doing awesome and I'm excited to coach you today. Do you know what you want to dive into? Yes. I want to talk more about our values, conversation and this difference between zone of excellence and zone of genius. Okay. I am excited because I do not know the difference between those things. I mean, we can define that together.

I'm curious though, before we dive into the new topic, how have things been going since our last call in terms of thinking about the values and the kind of zone of genius slash super powers, which is what I tend to call them, that we identified on the last call. Have you seen those come out in any interesting ways or have you been able to reflect on that a little bit more?

Yeah, I think it's been. Like I can catch it during the day and I'll be like, Oh, of course I'm doing this because I value growth. I'm like, of course I'm wanting to do that thing because of consistency. And so it's a lot of noticing of things I'm already doing and recognizing how that shows up with these super powers and even that double edged sword of like, Oh, right, here's the other side of that.

Of. The super power part of it. Here's what I want to have a slippery behavior, I think is the other way. Bernay Brown characterizes it. Slippery behaviors that are outside of your values, and then also it's fun to think about what other people's values must be, and I've been thinking too, it's like, well, of course they wouldn't think I should do that because that's not their value.

So that's been helpful. What is the benefit of kind of having that solid understanding of what you value versus what other people value. Okay. Well, it's funny you say that because my immediate answer of course is, well, now I trust myself. Radical self trust you saying that is like, uh, because then I just keep coming back to myself and I find myself doing it with so many other people.

Even on Twitter, somebody is asking for what they should be doing and I'm like, dude, have you thought about that? You're the most qualified person to know this answer. And they're like, sometimes they blow me off. At other times they're like, maybe you're right. And I'm like, yeah, because I'm finally believing this myself too.

Like the answer is in me. I can trust myself, especially what I know, my values and what's in my zone of genius and all of that. That is awesome for people who may not know what radical self trust is, I will drop a link into the show notes, but this is part of my overall coaching philosophy that Caitlin is referring to.

Um, okay, so you had mentioned zone of genius and zone of excellence and kind of. Thinking about the differences between those, the relationship between those, what is making that kind of a relevant question for you right now? Yeah. I think right now where I am in my life and career is an interesting place to be because I have more control and power and like decisions that I can make.

I'm in one of these. I have so many opportunities I could say yes to, but I have, but I want to choose carefully because I don't have to say yes to everybody anymore, and that's weird for us. On the other end of, for so long it was just like you'd say yes to everything. Be there over deliver and just show up, show up, show up and show up.

And so now this is like, let's be more intentional and it's really, I'm in a mode of shaping my summer, so it's the end of February, but I'm planning the summer, which tells you about my, how I manage my time, but I'm purposefully deciding what my summer looks like if I. Pay attention to my zone of genius zone of excellence and all this, and is it in line with my values?

It will be the kind of summer that I want, even more so than the past summers that I've created and felt in control of and all of that. Okay, so that's a very concrete kind of outcome that we're looking for is some maybe clarity around your summer decisions. Are there other things that you're hoping will come out of this session.

I think, uh, I think that would be it. Okay, awesome. Well, you've mentioned zone of genius, zone of excellence. Tell me about the difference between these two things. Cause this is not terminology. I mean, of course I'm familiar with zone of genius from our last conversation, but how does that differ from zone of excellence?

Yes. So I was just introduced to it today too, because I get weekly coaching on a regular basis. So, um, yeah. Aye didn't quite realize. My coach said, Oh diff. She said zone of excellence. And I was like, I just just realized that you mean that that's something different from sown of genius. And we were talking about other things and I looked up in between.

Things. I was like, Oh, this is from a book, the big leap by gay Hendricks, a book I have not read Katie and Rangely cause I feel like I've read all the books on some days and then, Oh, here's one that could be very useful. We're at this moment, but. He talks about, um, these four areas and the top two areas are zone of genius and zone of excellence.

The other two or something about like in competence and you know, like things that you're just incompetent at and things that you're kind of competent at or whatever it is. Don't quote me, but, but zone of excellence is like, yeah, you're good at these. But they're not in your zone of genius. There's like the next level where you really go for zone of genius items like you.

I think the phrasing is innate and natural. Just really lines up maybe. What would you call this? Like your most super power? Yeah. This is how I would differentiate between a superpower and just a strength. Yeah. People will say are my superpowers is my strengths, and the way I define it is your super powers are your strengths overlapping with your values.

And they get like boosted because of that alignment. Perfect. Whereas you might have things you're good at, but maybe you don't really care that you're good at those things, or they don't feel especially interesting to you. It just happens to be something that you don't have to do. Yeah. Yeah, that's exactly it.

So super powers versus strength. So what we identified in our last call, I think is some of those are strengths and some of them are the superpowers. And if I pay attention to what's really a super power, then that could make my summer even better. Yeah. How do you think you would tell the difference between the two.

Hm. This said, there were a couple of questions that I did pull from online that are apparently in the book, like, what work do you do that doesn't seem like work and what's your unique ability? What provides abundance and satisfaction compared to the time you put into it? I'm like, Oh yeah, this is like coaching.

I am currently obsessed with it and could do it all day, every day. And there are a lot of people that are, that's their worst nightmare. Or they're like, I kind of like it, but I don't like it that much. Katelyn, what do you mean you spent six hours today doing it? And I'm like, yeah, cause it's the best.

It's so much fun. And then I think, Oh, that's. It's different. It does feel boosted. It feels, it's not just like work, but it's boosted. Is it giving you energy? Yes. Okay. That's the other piece of it. So I know that at the end of the day from coaching, I feel I still feel energized, like I have gained energy instead of.

Any job where you've worked for the seven or eight hours for the day and you're like, nah, now I need to go home and escape from that. That was a lot. Uh, right now for me, coaching is that energy. Even after a full day. Okay, so it sounds like the coaching is falling into that zone of genius where it's work that doesn't feel like work.

It's giving you energy. It's tied in with some unique abilities and it's probably aligned with your values around consistency and growth. Hooray. I got coaching at its finest is in line with my core values. Now that you said, I don't know if I'd quite piece that together, but yes, obviously it is B. What's interesting us saying this out loud now though, it makes me think of.

Like I used to feel that way about teaching, I think. Yeah. Teaching. Well, I okay. It's things. Hm. It's almost zone of genius or super power. If I also like it and have an outgrown, it actually might be the phrase in there of if I need growth, but then I keep doing the same thing. Over and over again, it reaches a saturation point of, I like it, I'm good at it.

Can a, can a superpower be downgraded to a strength or what do we phrase it as something else? It's actually domains or something. Right? Cause I'm talking about the difference between teaching and, um, coaching, I guess. Um, rather than the skill itself.

Sort of, yeah. What would it look like to level up one of those things so that you're not doing it and kind of the same old way? Like teaching? Yeah. Like for example, what if you were like teaching other teachers how to teach? Like would that be something that would level it up in a way that is not kind of doing it in the same old way, but you're still kind of using the same skills.

Yes. Right. By the time this airs, I'll be helping, um, the next cohort of life coach school coaches. So I am, I'm like thrilled about that. Right? I'm like, Ooh, I get to, it is like teaching coaches now is this? Yeah. Let's do more of that. Compared to my undergrads teaching the same class. And I know some people get energy from like changing their courses and.

Evolving that piece of it. I'm like, no, no, thank you. I did that. Or it's just I did that. I've had enough of that. I don't want to keep figuring out the nuances of how to make foundations of psychology better. What would be those levels of maturation. That you're describing, let's say there's like three levels.

How would you define each of those three levels? There don't have to be three, but let's just start there and it's when I know I've reached a new level. Yeah. You're kind of maturing as a teacher or a coach or a scholar, and you're like leveling up . What are the kind of characteristics of each of those levels?

Yeah. One level differences. At the first level, I have energy after doing it. No, wait a minute. There's probably some kind of competency level. I have to figure this out. Like I'm already developing these skills or something. Right. But like I had to learn how to be a coach. Definitely. Parts of that were uncomfortable.

I had to learn how to teach in the classroom for sure. Uh. And I liked it, but it would be, I can remember in grad school being drained a little bit from teaching and kind of being like, Hey, actually is this the career path I've chosen because I'm not quite sure, but it was just like a competency level drained of what mental energy or taxing a little bit, but still loving it.

Then there's the next level of I'm really in the flow. Yeah, I've got this, I'm good at this, but I'm still also growing and here. And that level is where you get energy to, rather than draining, I think. Okay. But then with teaching, for example, I'm at this other level, and I can tell when I'm. If I have the brain space to also be thinking about other things while I'm doing it, now I'm not growing and now I'm verging on like kind of being bored of it.

And that shows up in. It's like my students say funny things for sure. Sometimes they say surprising things, but it's difficult to surprise me and foundations of psychology of like what you're possibly going to say to my question about, I dunno, like what you think about your dreams, right? Like I know where this conversation is headed with my student population and I can almost have another conversation in my head while I'm doing that.

Which teachers would tell me that they were at that level and I just couldn't fathom it for a long time, and then now I'm like, Oh yeah, I got that. It's almost like when you say, I can do that in my sleep, it's like, yeah, I probably, yeah, it feels like I could at that level, coaching isn't there,

so I mean, maybe advising undergrads is, but not the coaching that I do now.

And so part of it then is the choice at that third level of, do I double down on this and like dive in or am I kind of more along the lines of this stream's complete, this has been accomplished. I've done as much growth as I can in this area.

Yeah. Which is the parallels I even see, you know, I love a good CrossFit reference is crossed is impossible. In the beginning. It feels like you're just tired afterwards. Think you're going to die level to that second level is, I like going and this gives me energy and this is where everyone's scared.

CrossFitters of like who? Why are you talking about having an energy after doing that much working out. And I'm in that level two of CrossFit. I'm like, yes, this is amazing. Hmm. Although some days then, because the days vary so much, sometimes it is at that third level of like, Oh, I'm going on autopilot here.

This was an autopilot day at CrossFit, and if, and if I don't push myself, I'm not going to go to the next level. So maybe that scenario of where, I mean, I have a long way to go in that. In the scheme of things there, but it's still, I have to keep making this a thing or I will put it on autopilot. So it sounds like there's a branching that happens at that second level where, like you said, it either comes to completion and you kind of wrap that up, or you make an intentional decision to deepen your engagement.

Or shift it in a different direction that pushes you and challenges you and takes it to another level. Yeah. Well, and I'd say it's at the third level because the third level, you, you kill it. Autopilot. Okay. But yeah, the branching, I see what you mean. You either let it go on autopilot or double down. Yeah, yeah, yeah.

And it's the doubling down the third level. Hmm.

Where do I put the autopilot? Then I guess to me, that third level is different because you don't question this when you're at level two,

like there's a stage before that before you question this, wonder if it's like three a and three B. Yeah, three is completion and three B is the deeper dive and the autopilot could be part of the completion cause you're like. If it's boring enough that I'm putting it on autopilot, we're done. We're done.

Right. It's a sign. 3.1 point a point. Exactly. Yeah. Okay. I like it. So what does this mean when you think about shaping your summer to have this understanding of these different levels of engagement around. The zone of genius or zone of excellence?

Hmm. That's a really good question because it draws in that idea of it helps to have things that are on autopilot in your life. To me, I live in a world of, I know it is easier to achieve my goals, like I didn't, I started CrossFit in a summer in a summer session actually, when I knew. I could dedicate the brain space to it.

Although I can't say that about coach. Can I? Maybe a little. So does it matter? So like I'm dancing around this idea of, do you need the space to be on a new endeavor, or am I just making that up as a limit in my head? Probably. Hmm. But the idea that you could be at level two with everything almost seems impossible.

I'm like, Oh, you know, that's like maximum of all worlds. Who, who gets away with that? But apparently that's the idea in this book that you could like live in your zone of genius or with your superpowers 90% of the time or something. Hmm. That sounds like pretty extreme life design.

Yeah. Well and I, Oh, so apparently part of this book is like, and that's if you go to the top 1% or if you're leveling up to extreme levels, then yeah, that would be part of what it takes. Well, we know that one of your areas of strength, we don't know if it's a zone of genius or sort of excellence. We can, we can discuss it isn't

Yeah. And is this sense of kind of energy and optimism? Yeah. How might that impact what your capacity is for this

yeah.

I think, Hm. That taps into, I think it helps, but then my brain is like, but remember when we go too far. But here's the best part about this, Katie, my brain loves to remind me of when I went too far and now it's been 10 years ish. What years of 20 yes. Like 10 years ago is when I probably, no, probably even like 12 or so.

And I. Took it too far. It was just like that burnout, and once you've been to that place physically and mentally, then your brain just spends all this time reminding you of like, remember that? Could we not do that again? And so then it gets scared about the summer of like, you know, you may you try it on too many level two things.

Just, it might take us back there as if I'm not older, wiser. Have more tools and skills like it is not actually possible to go back to that place, but the brain wants to stir it up. What's the real concern under that worry

that it'll be too much, that it'll be

I'll try to do too much as if I don't have control over that. As if I won't. Yeah. As if I can't set parameters around it. You're very good at self coaching. Kaitlyn,

what would, what would happen if you crossed that line and something did happen and you did get to that burnout place? Yeah, I'd get to manage my mind this time cause I know how to do that. So I'd be like, I'm stressed. Oh wait, I'm only feeling stressed because of the way I'm thinking, not the actual circumstance here.

And I set parameters of like, I'm still only working 40 hours a week maximum, which is where I fell off the rails 10 plus years ago. Of. Thinking why not 80 hours or just continuing to say yes to things that would then turn into, am I trying to work 80 hours a week? Look at that. Whoops. How did I end up here?

Uh, so yeah, that's the, which is Lee, is why I bring up the whole, I have so many things I could say yes to. That was one of those tipping points too, of like. Being in college or being in grad school thinking, I have all these things I could do. What do I want to do now? What do I want to do next? How about I add driving the bus to my plate because that sounds like a good idea.

That sounds like fun. So then I'm like, so don't turn this summer into that. What are the tools that you have to help you prioritize what you want to do this summer?

Hm.

I can, I'm like having a hard time seeing that I can, that I get to decide all of that and that that's powerful. Hmm. It's almost like two unlimited. I could do whatever I want and I'm like, well, yes I could. I could. So other tools.

It's just feels so strange to be like, what do I want to do? Rather than what's already happening,

or half of this is shaped for me, so just fill in the other half. It's like I could make my summer, whatever I want it to be.

That feels strange right now.

What's strange about it?

Hmm.

It's just new. I think it's just me being like, this is new. I've never done it. So, right. So then like I spent this week even kind of being like, let me fill it with things. I'll just fill it without stepping back and thinking, wait. What do I want to do and is it in line with donut genius stuff because why wouldn't we do that at this point rather than just what we could do.

What's important for you about this period of the summer?

I think because it's unique. It's like, Oh, here's a chance. To do what you want, why not take advantage of it? What stops you from doing what you want when it's not the summer?

Hmm. Class schedule.

Uh. Being department chair, which is really just me and my thoughts about it. I recognize that, but it's, that's goes back to the, my schedule is set for me. My fall schedule is set, right, like already done. Rather than that freedom of what would I make a day look like. Would it be as closely related to what it looks like right now and it's, it is very close.

I mean, the best part about this is it's not like I'm coming up with, I want to go to the moon tomorrow. I mean, it's just very, Oh, right. Okay. Well, obviously I'm going to want to go to the five 30 CrossFit class. Then I'm going to want to do some creative, productive work in the morning because I'm a morning person.

I know coaching's going to be in there. There's kid pick up, drop off, I'm sure. Mmm

but what, there's some vacations, stuff,

but what else? Yeah. What would you do this summer if you had no constraints?

Oh, I had already felt like I had no constraints, but when you're really like, and it, uh, if we really remove the constraint of money too, which is all the constraints are gone, all the constraints are gone. Yeah. Constraint. The money is gone. Then it's an in particular, it would just, it would be like definitely be coaching at level two.

And doubling down on it, teaching the coaches. Um, I would,

Oh, this is where my brain wants to block me on the, you have to have other people want you to do, or like you have to ask them what to do. That's a constraint. We're removing that. Okay. And brands like why? Oh, okay, sure. If I could just do what I want, I'd be like, actually, one of the things is would I still work 40 hours a week?

Hmm. I go back and forth on that because I've embraced it. I've really embraced it. And would I, in the summer. Or maybe not. Maybe I like ideal world 30 hours for the week.

and I'm coaching, reflecting, reading, doing more outsides stuff because we're limited right now where I live in, it's cold and dark. Most evenings and I've come to cherish the summer evenings more and like Saturday morning run time, that kind of thing.

Hmm. Also maybe a little travel for me, which is not currently in the plans of I'm going to this conference or this event or retreat or something. If we removed constraints, I'd be doing something like that to look forward to.

Yeah. That's what I can come up with. I feel like we have kind of two things here. One is like a summer bucket list. Yeah. The other is a schedule cause you kind of keep coming back to like five 30 CrossFit class. Then I would do this. Then I would do that Saturday morning run. Evenings would look like this.

Like you have a pretty concrete understanding of your day. Yeah. What direction is most helpful for you? The bucket list or kind of establishing what routines you might have during that time? Oh, I love my routine, so I think I would, it would all fall into place. I think, you know what I think it is, is the, what kind of work would I do in work time.

Which we know I'll clearly outline. So what work would I do? Would it all be co, uh, if I could, okay. If it was 30 hours of coaching for the week, I, I, you know, I think I could and would and would enjoy it of like, yeah, let's do 30 hours, which I talked to somebody this week and they were just baffled that I would want to do that that much of the time.

It was so funny, but.

It would be let's coach for the 30 hours and go from there. If I didn't limit myself, if I didn't think like, well, maybe I should do some other things or clearly I don't have a desire to really write, Mmm.

Definitely no administrative tasks. Mmm. Wow. I think I'm the only one holding myself back from having that kind of summer schedule.

What is causing you to hold yourself back? It seems like it can't be done in terms of.

That balance between private clients coming to me and a life coach, school coaching, like, Oh, could I actually make this happen? But that's the, if I believe I can make it happen, then it will happen. So just embracing, this is what I want to do this summer. Here's how we're going to make that work. Like. I'm open to the possibilities of figuring out how that's going to work.

What would you do now to help plant seeds for that eventuality in the summer? Yeah. I think there's the reaching out to potential private clients who could fill. The June, July, and August. You're the perfect person to talk to this about because what I feel like I'm trapped in is the, well, it's not like we can have a phone call right now, or even an April, maybe March, but okay.

Like April with what just happened with the semester and like I'm running a tight ship right now between now and June 1st. And so then I'm like, well, when am I, when do I think I'm going to reach out to people and to be able to make that happen so I can hit the ground running on June 1st okay. And now I have my private coaching clients and you know, life coach school is running that's running well, and here I am.

I just get to coach during the summer. So I think that's where it's running under the barriers of you. Can't necessarily grew up. Just the thought. Hmm, I could figure it out. What would it look like to do coach adjacent things in the summer? If you couldn't fill those 30 hours with coaching clients, what else would allow you to be in the flow to feel confident.

To develop your skills and to have that sense of growth and energy around coaching.

That would look like last summer. Probably have still, Hmm. That's interesting because I think of it as like, well, I'm always learning and there's always more material to go over and that comes naturally. That will happen anyways,

but it's that tension of, Oh, but I could make money like a, if I were talking about work and like I'm going to earn money over the summer type of idea, that shows up a little bit differently of like, well, yeah, I'll just fill it with teaching and reading and learning and those types of things. That would fill the space anyways, so there's a financial incentive to the 30 hours a week as well.

Now that you say that. Yeah. Yeah, but it's coming from that place of, Oh, and if I think about my future self in the summer, it's July, and I'm like, of course I figured this out. I have so much to do. I have more clients I could coach, but it was impossible. Because I only do 30 hours a week. That'd be, Hey, awesome.

I figured it out. Like she already knows that I figured it out. So trusting that that's true. What certainly doesn't serve me now is to worry about it. I'm like, what I need to do is get to work of, when would I have conversations in April and may.

What else do you think that future version of yourself would tell you? What advice would she have for you? You know, my phrase for the year is embrace ease. Like truly, maybe this isn't as difficult as you want to make it out to be. Katelyn. Doors, doors will open and they keep opening for you. If you're not pulling at them.

Just be trust. Trust. If that's what I'm supposed to be doing this summer, that's what I'll be doing.

that's what she, yeah, she's definitely saying that. Just believe and the opportunities will arise. You don't have to know the how. You couldn't possibly know the how, because I've got something great waiting for you.

Yeah,

yeah. Which is reassuring. I was like, Oh, yes. Okay, so we don't have to scheme about that and get to work. Mulling that over, mulling it over isn't going to help anything here. What does that mean for. How you want to shape your summer and the kind of planning that you'll be doing in the coming months.

Yeah. It's

letting it evolve. Because when a door opens, I run through it. So it's not like that. I'm just not a person that's gonna sit in him and haul on it like, well, this or that. Like, no, the door opens. I'm like, let's go. And I take all this action, even in a busy week or even in, you know, whatever's happening so it's.

Fill the tanks, like fill the reserves right now. Just embrace that the door will open and I'll be ready to run through it with all the actions, but I don't need to take unnecessary actions of plotting and planning every piece of it, which did we not have this conversation in maybe October of like, I don't need to know what January looks like.

I don't need to know what. So here we are full circle of, Hey, maybe I don't need to know. Exactly what happens on June 1st you mentioned the store opening and running through it. What will cause that door to open for you?

I like to think that's the part that maybe is out of my control of, I keep showing up and be me and being in my zone of genius and doors open and I didn't have to work at it. I didn't have to pull on it. It was just like, Oh, look at that. Just me being me. And that door opened. Funny how that works. That magnetism.

Yes. Yes. So yeah, and then I'll see it. I trust that. I'll see it. I'll run through it. Be ready.

we in the end of February here. Ground back down into, it's the end of February. Plenty to do right now. Yeah. Where would you like to go from here? Hmm? You said distinguishing those differences between strengths and superpowers. Knowing.

I think that helps to think about why. I think it's answered a lot of it just zone of genius right now, being in the flow is coaching for me to just embrace that and it's the temptation of, well, I could be writing over here or I could be editing. I could be working on spreadsheets for people. I could be somebody's statistical consultant.

I'm good at that. Like, wait a minute. But yes, it's a strength, but I know enough about myself at this point that staring at the computer screen at 3:00 PM on a Tuesday, not talking to somebody like staring at the computer screen because I'm editing something or doing something in a spreadsheet is not what I'm going to want to do and that's okay.

Which puts the parameters on it of so say no to these things. It's a great opportunity, but no, I'm putting out the energy of like, I'm looking for these kinds of opportunities this summer and statements like, well, I can help women this summer, especially in academia when. People got to have all kinds of summer issues.

I can help them. We're going to do this summer program. Yeah. Believe in that and everything else is going to be a note because that's not how I'm spending my summer. what are you learning about your life's purpose through this discussion?

I think that it just keeps evolving as I go and when. Something that's lined up really well comes along. I know it. I know it at this point, and it's just like, yes, that's the thing. Sign me up. That's that running through the door of like, yup, there's the door I'm supposed to run through. Just lit up now more than it ever has been because of the trust, because of tapping into values.

Because of stripping away listening to other people

and then all of it, like everything I've done has been part, has been leading up to this for sure. Coming to peace with that

it's just that the next level, which I was coaching somebody today, even about, they were trying to tell the story of like, maybe I shouldn't have gone to law school. I was like, Oh, I went through that phase of like, maybe I shouldn't have gone through grad school, gone to grad school at all. Whoever thought that was a good idea, blah, blah, blah.

Like then you reach that next level. You're like, Oh, that was part of my path for sure. So my purpose, uh, is bigger than me too. It's like, it's, it just keeps evolving and I just have to keep saying yes to the right things, to the like lit up sign.

Yeah.

How has all of that tied into your values? It lines up perfectly cause then I'm just consistently growing. I can't possibly know what that next level of growth is. If, if the past is the indicator. It's not like in five years I'll be like. You know, coaching people who have never thought about, um, or like who are interested in self-help but haven't taken the next step with the work or something, it will be like, yeah, I've been doing that for them for the past five years.

Just chugging along like, no, no. If my past is any indicator, it would be like, yeah, I kept growing. I keep growing, I keep evolving. It's, and it's consistent. Maybe the difference is there is this tipping point, especially as we age, I think of where we could just say, I'm done growing. Like I'm done with that piece and I see that this, even the summer has that point of like, no, I'm going to keep choosing hard things.

I'm going to keep choosing growth because it's, it is my value and it's what I want to do. Even if it sounds a little crazy to the outside.

Okay. So we had a couple of different things to focus on today. The zone of genius and the zone of excellence, and then shaping your summer. How'd we do on the zone of genius and zone of excellence? Do we need to dig in there a little bit more?

Is what, would we define it as? Um, it's coaching the vehicle or is it the, um. Does it have another name? That's a good question. You mentioned that earlier about coaching and teaching that you were thinking of that may not actually be the zone, it's just the vehicle through which these other skills are being enacted.

Yeah. What is that called is I guess what? I don't know. I know the other things that are just strengths, but then I'm like, what is this thing called that shows up in both coaching and teaching.

do we have to? Well, and it's like, can you put a name on it? Was that the point of the book that we didn't read? That you put a name on here? Unique ability. We know that we know that your unique set of skills are super powers and that when those align with your values, they get boosted. Yeah. It may be that there are just certain areas of your life where it makes sense that those things would be funneled.

Yeah. And for you it happens to be coaching and on certain levels teaching too, cause now you're teaching coaches, you've got some kind of meta stuff going on there. Okay.

Yeah. What would help you about defining it. Oh, it makes me think of, it's something tied to learning because it's odd because I'm learning in the moment too, if that's what makes it fun.

is there something special about you not only growing through coaching, but you offering that growth to other people.

It's part of the helping other people shine and unveil what's going on with them, overcoming their self sabotage so that they can get out of their own way. Mmm. With willing participants is maybe another piece of that, which has changed or was quite the shock of my life when my under, I didn't realize my undergrads.

Didn't want to be there like I did in college. And so willing participants are also crucial of this. Um,

yeah.

to help. It's like helping others behind me. Who. Aren't that far behind. Two would be probably the other piece, like as the gap grew in my age and my distance from the undergrads in the past seven years, it was like, Oh, they keep like repeating themselves because they change, but they didn't keep growing.

Like if I was still teaching the ones I first started teaching, I'd probably be like, great, this is still amazing. Um, so. Helping others, but right behind me or that want to grow too. it sounds like there's something about aligning with other people who have your same values. Yeah. You have to want to grow for sure.

If you're not in it for growth or are we hanging out? Probably not. You can not be Conswell than me can. You can not be consistent. Maybe not though, because I do love clearly. I love consistency, so when other people love it too, it's the best. Yeah.

Yeah. Hmm. It sounds like you're talking about finding your tribe.

Yeah. Same group of people. We share values. We're here to learn and grow. We're okay able to feed on each other. Maybe that's the other piece of it, of we're able to, I learn from them and they learn from me.

I get energy from them because they're also growing and willing to show up and. Ready to take that next level ready to move up?

Yeah. Yeah. That's when it's all aligned. Like when I'm with the right group of people and I'm helping them and I get paid to do it because then all the bills get paid and things. Then it's like, yeah, this is the great intersection.

Yeah.

What is the difference between what you've just described and having a job in academia?

It's a good one.

Ooh. I think. There's the, while we want the students to learn, we can all get on board with that or like to grow. Often we don't, we might not grow, we might stagnate out and we can. I mean, I feel like tenure permits that in a lot of ways of here's a system, here's a structure so that you don't have to change for the next 20 plus years if you don't want to.

Um, which is the dilemma, or like the interesting piece of like, Oh, this is different on this side. Yeah. Now we're all doing different things. Oh, post tenure. Oh, okay. And some people, some people are doubling down. And others are like, I'm done, and other, and maybe even others are just, I'm going to stagnate out.

Or like, this isn't my focus anymore. I'm here, but this isn't my thing. So yeah, and it doesn't, I mean, I guess that's the part of. When you're at a small institution, you don't always have people that are in your tribe, especially when you make that split, or do you branch off to level three you're like, Oh, where'd my tribe go?

I need to go find them online because then I know there's other people like this,

so that helps. Which is clear, like anyone listening that's like, yeah, all this makes sense to me. You're in my tribe to come over, or you're in my tribe. Yeah. What are some of your takeaways from the session today, Kaitlin? Yeah, so many good ones. I feel like it just deepened my belief in my values that I can trust myself.

That this zone of genius, even if it doesn't have a perfect name, because I would love a bow on it, but that's okay. It will evolve. This, it's like the, it's just such an intersection of everything that that's different from my strengths and that this summer I know what I want to do. I just have to be brave and say, this is what I'm doing.

I will figure it out. The doors will open. Just say, that's what I'm doing.

Yeah. Okay. Always a pleasure to coach you. Thank you. Thanks for coaching me. Yeah, you're very welcome. 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.

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