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This episode of coach to coach is brought to you by my coach training program for academics and higher education professionals. In each training course, we meet weekly to explore how we can hold space for clients. Listen for the things that they care about most and help them to achieve their goals through focused questioning activities and tools.

If you think that becoming a coach might be a fit for your professional development goals, you can learn more about the coach training program. Or sign up for a 30 minute Q and a session with me to ask all of your questions@higheredcoaches.com cohorts begin in January, April, and June. And I'd love to have you join us.

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. This season, I'm excited to share conversations with some of the participants in my coach training program.

I get questions all the time about how people know it's the right time to become a coach. What the various career pathways are that lead to coaching and what people decide to do with their coaching skills. After earning a credential this season, we're tackling all of these topics and more. A huge, thanks to each coach in training who offered to come on the show and share about their experiences with learning this new skill set.

In this episode, you'll hear from Dr. Laura whose passion is talent. Laura loves supporting coaching clients as they unlock their own plans, identities, and goals for their professional growth and career journeys. Hi, Laura. I'm so glad that you're joining me on this season of coach to coach so great in front of you here.

Thanks for the invite. Yeah, I am so excited to hear a little bit more and to share with our audience about your coaching journey. And I'm wondering if you can talk first about just your introduction to coaching as a thing that exists in the world. I think that everybody kind of comes to an awareness about coaching in different ways.

So how did you come to know about it? I feel like I've been coach my whole life, Katie. This is like digging back into like little Laura days. Um, I've always been coached actually my whole life. It started from swim team to, uh, track and field to a cross country running to basketball, volleyball. I'm like a sports kid in general.

Um, so coaches were always in my life, uh, since I was like, I don't know, three, four, I don't know. Yeah, swimming probably that was Golliwog back in the day. Um, so I am always used to getting feedback and I live with a teacher who acts like a coach, my father. So I feel like I've always gotten, um, support advice, being challenged.

And that's kinda my initial coaching experience and talking coaches broadly, but, um, I think into coaching in general, I was interested in, um, coaching for me. It was interested in mine cause I had a lot of parallel work and jobs professionally that lend, um, some skills towards coaching and some not to coaching that I'm trying to pull back on like academic advising, mentoring, um, Faculty development, uh, peer to peer kind of development as a faculty member back in the day.

So I guess coaching for me has been morphed into what it did physically now to what I work with, uh, mentally, emotionally, holistically, these days. Okay. So I'm curious, like obviously you have this like vast background working in these areas. Was there something in particular that led you to thinking, I think I want to do this work.

Like I think I want to gain the skills, work on the skills to become a coach myself. Yeah. So I guess I have been informally coaching and, uh, by informally I've been not working towards certification coaching. Like I am now. Um, my whole life, I was 16 and I picked up, I was such a nerdy kid. I picked up.

It's a book, do what you are trying to figure out what to do with my life and my career and what do I do? And it's the equivalent of the, NBTI the Myers-Briggs, um, figure out where your personality fits. And I started reading things like that and the interest is strong. So it's really hilarious that most of my working life, I always worked in some sort of advising.

Career coaching capacity. Um, whether it was as a full-time position, a faculty member, that's a mentor, or really with friends and family that loosely come to me and go to my book library and myself, and talk about the things they're thinking about around their career. So I guess that's been always something that's driven me to look at that because it's.

I'm always just interested in people and their pathways in life and work seems to be one of the biggest, um, kind of things we do in our life. We spend a lot of time in the roles and careers and the jobs that we do. And I was just thinking about all the many, many mishmash jobs that people take for granted.

But as you grow up and you start doing these different things, whether they were scooping ice cream to be a tour guide, um, you, you definitely pick up what you're good at, what your talents are, what your skills you'd like to improve on and what. You aren't that great and don't ever want to do in your life.

So that's kind of been where coaching dropped into my lap and yeah, they started when I was 16 and probably went throughout my whole life, uh, in different capacities and roles that I've had. Okay. So one of the things that has been so fun to talk with you about Laura over the time, we've known each other as you and I started new jobs, basically on the same day in 2020.

And so we've been kind of tracking along and, and hearing about each other's journeys. And I was wondering if you could talk a little bit about that. Structure of kind of the timing of your life when you decided to embark on coach training. Because I think that even if it's something, you know, you're headed toward making that decision of like now is the right time for me to invest my time, my energy, my resources, to kind of do this training.

And it's curious to me that you did it in a year when there was a lot of new stuff going on and it's a pandemic year and all these other things. Can you talk a little bit about how you knew it was the right time to pursue coach training? Yeah. Um, I guess I realized in general, um, I quit my job in 2019.

So I had a full-time faculty role at a university. I actually got a job within the week that I quit my job at another position in the university. Um, that was a little bit different. Something I was really interested in and I just realized is this really what I want to be doing? And, um, it may be on the cusp of my 40th.

Birthday. And when you're, whenever you were like a Niner at 29 or 39 or 59, you're always thinking like, what am I going to do this next decade? So this happens, uh, the fall, um, before the pandemic really came out. So, um, I was really thinking about like, where do I want to go? And I guess some of the ideas around this is do, what do I want to be doing next five to 10 years?

And, um, I remembered listening to a few of your different podcasts and it wasn't really a coaching when I listened to it was the make my way to figuring things out. And the time I quit, I knew I could pick up a couple side jobs too. Uh, I say, Keep the lights on get health care, you know, keep things going as a job search.

But a lot of that was the year before the pandemic was thinking about what do I really want to know? What do I really want to be doing? And what's my next thing. And my work life, because. After spending 15 plus years in higher ed, I was kind of like, I want to just try something different and get outside my comfort zone.

And I was like a lot of my work before even starting the coaching was what do people do when they make these pivots or transitions? And so I did all a deep dive and reading around that site or work or, and also behinds like where people build up their own careers or their own businesses. And so, um, some of the reason I decided to sign up for coaching and I was going to do it earlier, but it.

Like you said, we both started a job early 20, 20, and I, I wanted to do some of the work to get people think about the questions I was asking. And I knew that coach training for what I knew I would offer the foundations of these questions that we're asking bigger life questions and asking. Deeper questions.

And I was like, I could learn from that and something that I like to do as a previous researcher podcast, who is myself, and also thinking about helping other people get to where they want to be. Um, it's really helped more helpful when they can help themselves and come to their own solution. So, uh, coach training, although in a pandemic, um, became this thing.

I started halfway through the year, cause I figured. I'm not seeing friends of friends, family anymore travel is not a thing. Um, and they also want to invest in something that would, I would really enjoy doing. And so I knew that, um, signing up for Katrina with you would be great to kind of unpack some skills I already had and sharpen the tool a little bit more.

Okay. So I want to back up to talking about 2019, because you were standing and you were like, you know, I'm trying to figure out what I'm supposed to be doing. You know, I'm trying to make this like five to 10 year plan. I know there were people listening to this going, what did you do? How did you figure it out?

What were the things that you were like digging into? Can you talk about how you were kind of seeking that? Was it, were there reflective processes you were using or other tools that were kind of helpful as you were gathering ideas about what to do next? Yeah, I have a lots of things. Um, yeah. Before I quit my job in September.

Yeah. September, 2019, I had spent probably six to eight months before reading and reviewing things I wanted to get into and thinking about really what professional success and meaningful work looks like. And so I'm fortunate like you to have a podcast that I can bring people on to ask people questions.

Um, and I also ask people offline questions about, um, some of these transitions. So, uh, the . Uh, podcasts. I took, uh, one season and from, I think it was like early March, April on, I interviewed 10 women to understand more around, um, how and why they made a transition and things they thought about as they leaped away from something they knew and did something different.

And so I was really seeking people that I knew in my personal life. So a few of them, like one of my friends. Studied psychology. And she wanted to get into the FBI and to do this, she had to go police Academy. I was like, what was that like? Cause that's leaving the whole one world and dumped you somewhere else.

Um, someone else I knew that was on the beats, investigative reporter went to like educational faculty development. I'm like, well, why'd you make that? Like, that's such a diverse change. So I had these conversations with, um, eight that I recorded. And a bunch of other folks in my life to say, well, where did you decide to make that move?

And, um, so some of it was me asking people questions and figuring out, um, kind of the advice they would give to someone who was thinking about a career pivot or change, and then also reading and listening. So I love, um, listening to a bunch of podcasts. So I. Uh, the hello Monday podcast is one of my favorites, um, sponsored by LinkedIn.

Uh, I love listening to like long form podcasts, that's writers, but there are people who talk about experiences and transitions on when they're creating. And that's also like the, how I built it one. So they think about like, what are the things you were thinking about? How did you fail in the process? And what does it mean to come out of it now?

And what have you learned? And those are kind of the things I was reading about listening to working on probably journaling. Um, and I, it's something that's being, and being in this process is a process like it's not over like it's stuff that I continued to do. And I guess I would was doing this for a lot of my life.

I I've taught courses around, um, personal professional development, as a course, I taught for last five years before. So the figure out what you want to do kind of thing after you leave university, um, career coaching like practices and, um, reflections and assessments is something that's been ongoing. So I guess I read in this whole area a lot, but I wanted to put it into practice for myself and say, well, what are some things I can take away?

And what can I learn from? And I think some of my best like resources are coming from people sharing experiences of when they decide to. Take a leap somewhere or make a jump into a new area. And it's really around the things you want to be doing and not less about like a title or reaching some high level of importance in, in a field.

It's what do you actually want to be doing? Day-to-day and like, what's your work going to look like? And do you enjoy that work is kind of what I had a lot of questions for folks that I talked to. Okay. I'm going to link to all of this, all of the podcasts and various things that you've mentioned. Cause I think that's going to be really helpful for people.

So as you're thinking about this now, I mean, you can kind of look back and kind of see where you were and you said you're kind of still in the middle of it. Where do you feel like coaching is fitting within that in terms of kind of helping you to reflect, think about yourself, think about your skills.

Are there particular things about your coaching development that's helping on that pathway? Yeah. So a lot of the exploration piece the year before got me thinking about, well, what could I be asking clients that I coach, um, to get them to think about what they value? So I could say this is what I did, but my own pathway is not going to work for anyone else.

I'm happy to share. And you're lucky, Katie, this is all curated in a blog post. So I just give you that one. Um, I'm happy to share these resources, but. I think it's going to be really independent. And I ask continually, um, on that podcast they asked, I have another one internally where I work, um, kind of like the best career pieces and advice that advice doesn't always work for everyone.

And, um, I think my more favorite question, I'm more favorite, but the better question they ask. In a current podcast I host internally at work is what questions should I ask other people, but their career pathways and those questions, uh, when I talk to folks and ask are so much more revealing and then they answered their own question.

Um, so this coincides with coaching itself is sometimes it's not the advice giving. Or the resources, it's the questions that we get our clients to meditate on. And it might not be in the moment or it's something that they need to have marinate and think about later. But I've been so impressed of the ability to ask a powerful question and a more purposeful, directed question that gets someone really going.

I've never been asked that before. I don't know. I need to think about that. And so, um, that's the difference that I'm learning this and I've learned the past year in 2020, um, is I think sharpening those questioning skills is really going to be. Really helpful for my coaching practice because giving them something, giving a resource or tell them what to do, won't sustain the work and the practice that we, our coaching clients really need.

Okay. So there's so many different areas and backgrounds that you're coming from, Laura, both as an academic and, um, the work that you're doing now. As a coach. I'm wondering if you can talk a little bit about if there are specific skills that you've kind of come to be aware of and question asking, I think is one of those skills with your background as a researcher as well, that are really beneficial to coaches or that are beneficial to your role as a coach that you feel like are really being infused into this work.

Yeah, I think, um, the other thing is considering, um, Considering ways to draw out story is really what I'm interested in. Cause I just like that in general. So how can I get the client to tell the part of the story that it is actually not all information seeking and context, but that is meaningful to them.

And so, um, I think I've been good at picking up on, um, non-verbals and like, thinking about. Something that someone's not asked them. And so this still goes back to like research and interviews. Like there's a reason I love Terry Gross. She asks questions and no one else asks. Right. And I also, from a fresh air NPR, I think, uh, there's also power in someone who.

It was getting to know you and, uh, you build a relationship with, as a coach, you're in partnership, but you're not leading someone anywhere as a coach. You're like a walking alongside and you're asking them something and giving them space to answer that question. And it's something we don't do enough in regular conversation and maybe we do, but yeah.

I, I, I've learned more about the, the pause and effect and like waiting to hear what they might be thinking about and giving them things space, because I can be quick to jump in and add something. But it's also good to let people talk it out. Like you're doing right now in this podcast. It's free. You learn way much more.

Yeah. The power of silence is definitely something we focus on. So I've been asking other folks this season, Laura, um, because many of you have jobs, you have full-time jobs. In addition to the coaching work you're doing, maybe on the side. How coaching is impacting your work at your job, if it is at all.

And are there ways that it's being implemented? I think it's helpful for people to hear the transferability of coaching skills, even in ways that might be kind of unusual. Can you speak to that at all? Yeah, absolutely. I have brought up coaching at my work, so I work in industry. I work for Amazon. I work in learning design, they're in a global team and I think it's got the ability to.

Infuse how we think about problems. Like we are really into problem solving and solutions and working together as a team. But when we team, I think we jumped to some ideas before asking other questions. And so I brought up on my like little small team before we meet with the bigger large team, uh, or global learn design team to say like, are we asking the how and what questions a bit more?

And I know that my team, like, even my boss has a post-it that says how and what as a coach. And we talk about like, how do we. Bring in other people. So we have so many diverse people. We work with like content people or graphic designers or product teams that we all are looking at the same kind of device, digital service or something that we're going to launch in a different ways.

And so when we launched one of these new products or services, we all come at it from a different way. So if we don't ask some of these questions in advance, um, getting to some of what would be a root problem. Um, so doing like a pre-mortem. Asking those questions is really been really helpful and giving people a space to ask in groups, because when we have team meetings, it's so easy to be like someone leads a meeting and then goes, does anyone have anything else to say?

But if you can ask a better question in those meetings, it really elicits, um, more conversation and more issues and ideas and concepts get brought out. So yeah. Yeah, I've been secretly coaching there. Now I've been explicitly coached with my team, but secretly with like some of the product and project managers that I work with, um, as a program manager, we have to ask these to get clarification and it decides if we design something or if we need to change something or if, um, it's not a learning problem at all.

And we need to talk about that with the beta product team. So I think it's been helpful to. I think around, um, how you can work with others and how you can lead a team as well. And this is something I've, I don't lead a team, I'm an individual contributor, but I do lead a project. That's a conference coming up.

And so I think it's really critical to ask people that are on that committee, these kinds of questions, and giving them space in the meeting to say, we're going to work on this one thing. Let's talk about the issue or talk about the concept or talk about the thing we need to tackle and giving them. Um, opportunities to do that in a coaching kind of a group coaching style has been really fun to apply to practice.

Okay. So I want to dig a little bit deeper into this because one of the things we talk about in coach training is individual coaching versus kind of group coaching. And I'm wondering if you can talk about that because I think that this is a different approach in terms of just, um, the goal of what you're trying to do when you're involving more than one person.

And it can really, some of the principles are the same, but it can kind of shift, um, the tone of what you're trying to do as a coach. Can you talk a little bit more about. I don't know if you want to talk about strategies or approaches that you're using when it involves more of a team approach or a group approach.

Yeah. So I think the group approach is interesting because, um, we've sometimes on the same team and sometimes we're not. And so I think it's it coaching and bring up an idea or an issue and singularly getting to it and getting to that root problem is kind of what we do in our world of work. And so I think talking about these issues in advance of like launching, like, we move really quick at her work.

And so for us, A half-hour meeting that gets people to get input is more informative before we do this thing that will happen in two days. So sometimes it takes a bit of time and planning, but I think setting up the structure of what we're working on. So in a group coaching setting, we want to know kind of like, um, this is the agenda.

We still set that with that. We kind of say, what do we want to accomplish by the end of this meeting? And it is still group coaching in a way. Um, it's maybe not by the book, but it gets other people to spin off ideas. So the idea that someone would ask another question besides me. So this is often happens because we're very inquisitive folks.

Um, I might ask about. Well, what are some blockers if we launch this in January, and then we talk about the different marketplaces or we talk about, um, the other issues that might come up and other people start asking questions. And so it's not just me, the coach that facilitates it's, it's kind of cool to see the bounce off of ideas.

The sound boarding techniques and the brainstorming that happens, um, and people can walk away from a group coaching session like that, which is really productive team meeting in actual fact and say, well, these are the takeaways, and this is what I'm going to work on. This is the help I need to go find out or what I need to learn more about when I leave.

So it gets a really targeted. Um, issue or concept or thing we need to tackle in a really neat way. And you do feel like people are coming to a meeting and those meetings are meaningful because who's got time for a wasteful meeting these days, not us. So I think it's, uh, it's been cool to see that. So I, I don't tend to hold a lot of meetings in general in my work, but when I do, I think having it in a group coaching setting makes it more purposeful.

It gives meaning, and then you have everyone contributing and walking away with kind of. Accountability in a way task, they're going to work on things they're going to follow up with. And then things are going to come back to the next week and say, okay, this is what I've done. Or, um, and those that watch asynchronously, cause that happens on our global team.

They know what we've worked through and then they see the action items that come at the bottom of all right. This has been assigned to me. I'll work on that. Okay, that's fascinating. So I'm curious, Laura, if there are particular things, you know, you came from this background, you have these skills that you're bringing into this coach training work, but are there things that are helping you to build your confidence as a coach, either aspects of the coach training program, things that are outside of the program, applying it in your work like you're describing here with the group approach, what are the things that are really helping you to feel like you're getting a handle on this skillset?

I think going, I don't know about like a handle on it. I think keeping to coach and practicing coaching, um, practicing with the trainings have been great, but like coaching clients has been really fun for me because they're all different and it, it does kind of pinpoint kind of the niche I'm in and what I'm interested in supporting.

It doesn't mean I couldn't coach on different topics, but I think there is a reason why I come. Folks come to me. And so the other thing I've been thinking more about is, um, what else should I be reading or learning about on the side? And that's something I don't think people realize that many coaches continue to study the practice and study themselves and study whatever their area is.

Um, so I think it's an ongoing kind of learning and self study is really fun for me. Um, some of the things I think, I think are helpful. That I've learned about is, um, listening back to how I coach, and I'm not uncomfortable with audio like you, um, podcasting will do that to you if you have to edit hours of it.

Um, but I do recognize patterns of things I say. So, um, the observations that we do in your coach trains have been helpful for that, but also recording and just doing some of my own self work to follow up with a client has been really impactful to say. I listened back, or I noticed this because I took some notes from the recording.

Um, and I've had conversations that kind of follow that, connecting the piece. So you're not just meeting someone for an individual session. If you've got multiple packages, multiple sessions in a package, you can say, well, we talked about this and I just listened back to our initial session. We're in session three now.

There's been some growth or you've accomplished this. It's been interesting to see, um, the power of listening to yourself or recording yourself and documenting yourself learning. Um, I've always really valued and that's why podcast and blog and do other things is to see the progression in my self as a coach, but also in my clients is also an immensely important to me.

So, um, I don't know. I think it's ongoing. I don't think. You stop, like, just cause you get a certification in something or a degree. I don't think you stop learning. I think that just influences you to get into it more and figure out what else you could be learning to enhance what you do. Yeah. I mean, I remember around the time that I was getting my PhD and kind of wrapping up, all I could think to myself was there are so many other master's degrees that I want to go get now, like I had such an awareness of like what I didn't know.

And I mean, we could all, I think there's a lot of lifelong learners out there who could just keep collecting degrees, credentials, you know, all these kinds of things. Cause it's really interesting. Now, I know Laura, you also recently pursued another credential, um, which I'm hoping you can talk a little bit about, because I think that there is something about pursuing learning and kind of a structured way, um, of a credential and, and why you would choose to go in that direction, both with coach training, but also with his other one.

So can you share about the other credential that you recently pursued as well? And just, what is it about the credentialing process that feels important to you? Yeah, it's funny. I'm like anti-institutional credentials. So I don't know why I did any of this. Oh, that's a great question. So I think, um, I really think, why did I do that?

Yeah, I think in my mind, I had to say to industry, yeah, I got a PhD, but I also do the things. So I am an academic and always have been, I love research and writing, but I've also been an applied academic work. Everything I research goes back into the real. World quote unquote, um, higher rates and industry as well.

And we just have never looked at it. And it's an industry I'll probably come back and study now as an outsider more, um, I think credentialing at some point, why me to prove that I knew the things I was teaching about. So the credential you're talking about is through the association for talent development, had this credential called certified.

Professional in learning performance. Now it's called certified professional and talent development rebrand. Um, and I started this last fall 2019. It's around October. I said, I'm going to try and do this because essentially in my PhD program, the doctoral program and the master's program that I taught, and some of the undergrad courses I taught, I was teaching, um, all my learners around, uh, Learning sciences, talent development, human resources, employment stuff, all around.

So like I taught everything from like intro to training development, to human resources for business education, something like, so I taught a bunch of courses and I was like, I've been teaching this for like years. And then I want to know if I can apply this to like some of the case scenarios. So the credential has, um, A few different kinds of areas.

So it's everything from coaching included, um, to performance improvement, instructional design, training management, um, to technologies around it. And it's changed over the year. So the credentials now into, um, set of competencies, they're called capacities in three different areas. And it's really around the work that we do.

Um, so I've been really into finding organizations that value learning. And I worked for one that does that really well right now. Um, but at the time I think I wanted to prove that I had the chops in some ways to do this. And I also think it's, um, I thought this is a recognized thing. So credentials, I shouldn't say I scoff at.

Um, but it's very few people have their CPTD now, or CPLP, there's probably a few thousand people in the world and that's it. Um, I also wanted people to say. Yeah, you have this year's experience. Um, and it's recognized by this trade as this association professionals. So it's kind of cool to be in a class that, um, very few people do.

I think coaching for me, I scoffed it because I met someone back in when I was living in Toronto. So the early odds and she's like, I'm going to be a life coach. And I was like, Is that a thing. And so I also wanted to say, um, do this credential to go, well, what exactly is based on the foundations I read about international coaching Federation, ICF.

Um, I was like, what would they really be looking at? And how is this kind of regulated looked at? Um, and I was kinda like, I get the idea of certifying that people have this done because the other area I taught him was human resource management. So Sherman does credentials and I've seen the value of saying.

This is a certified professional in this and this, we do this in many, many organizations and accrediting bodies out there for all the things that people do in the world of work. So I kind of wanted to see, could I test my own skills and abilities and meet these competencies or capacities, uh, for that exam.

And it was just exam-based and I thought I'd. I did not, uh, pass the first, go around. It used to be a two part exam. So I failed in January and then they changed the exam and I said, well, I'm going to keep studying. And I will do the new exam. It's one exam and done. I hate hates, uh, exams. Um, I'm not a really great test taker, even though I've done the LSAT I've done, like, and I've done okay.

On them. Um, the, like everything was. Jerry in here. Um, I will, yeah, I will say I'm not a big test taker myself, but I wanted to prove that I could do it and accomplish it. Um, even if I'm not really good at the thing, why not try it and, um, yeah, you could fail and then go back and do it again. And I passed this fall or last fall, 2020.

And so, um, that means. A part of that certification for CPTD is continuing practice and talent development. So, um, getting learning experiences contributing back to the profession. Um, so to keep this credential every three years, you have to do things you don't take another test. You'd have to contribute back to the work of learning and talents.

Development and growth and performance improvement. So I'm excited to be part of that community and coach. And I saw as the same thing, I was kind of like, Oh, it means you keep building that, those skills and those tools and your practice and whether it's the hundred hours towards the ACC level or the 500.

Um, if a coach, I think it's kind of a nice way to give 'em a signifier that you are working towards something in professional. Community that recognizes the work you do, and they're doing the same thing. It might look slightly different, but we're all following the same kind of foundational work and guidelines.

So I kind of liked that. I like communities of practice. And so these are just official, organized and accrediting body ones that do that. So, I mean, I feel like part of what you're describing is like this commitment that you make to a thing that you're learning about that you're saying from this point on, at least right now, I want to be committed enough to this, that I'm going to continue my.

Like continued education in this area because not only is it required, you know, by this organization that I'm now credentialed through, but it's my own commitment to the practice of doing this thing. Yeah. And it's something that I don't necessarily need, um, a professional work to do, but I do appreciate that organizations that have those kind of competencies or credentials that it's, it's kinda neat to be part of that, um, select few that are saying, I do want to be.

Part of this practice and grow my own learning and support other in others in their learning. So I think there is some value in that. Um, and it's a recognition. So there are, as you know, uh, when you apply for a jobs, there are people looking for that. That's actually like to see those sort of things CPTD or CPLP in there, or a certified coaching is in some, um, in job descriptions, PMP project management is another one.

Like. They are looking for people with those skillsets. And so I don't think another degree would suit me. Well, I love that your love of masters came up. Um, I was like, well, what can I do to get me to practice? The thing I want to do? And coaching is one of them I think is really cool. Like I, I'm also doing like an Adobe creative suite kind of learning session because I want to up my animation skills.

Um, I don't know if the credential for that won't matter, but the thing that comes out of the credential is like coaching. I will be able to. Um, say I'm honing this practice and this is how it's growing and I'm tracking kind of what I'm doing. Um, I do like that. It gives you a, I guess, some ways hope in this year of weirdness ahead of us.

Um, and it gives you some things to strive for in a way. And this is kind of always what I've done, whether it's been a credential or a training for a marathon or. Rating, some people say a dissertation or a book. Like these are things you kind of incrementally work on along the way, and your outcome might be some certification or a completion of something.

Um, and it gives you something to work for and strive for. So I do like that. Yeah. I love that. Laura, is there anything else you want to share about your pathway, your journey to coaching that we haven't had a chance to talk about yet? Um, one thing to think about, which is kind of interesting, like you and I talked before we hit record is I think some people see it as a way to leave the thing they're doing.

And I don't. Um, so something, I was having a conversation with someone else who does like independent consulting. And they had asked me about like, are you doing this? And I think my other boss had asked, like, you're doing this for your next job or to leave or do your own thing. And I was like, why can't it just be something you do on the side?

And, um, I do think coaching could be a fun, um, side job if you wanted that. But it's also a good practice that maybe it grows into something else than maybe it is. Becomes your full-time thing, but it doesn't have to, it could just inform your next professional role. It could inform how you parents, little ones, it could inform, um, how you think about how you reflect on your own work in life.

Um, So it doesn't have to be a, I'm doing this thing to get out of somewhere or, or change my job, but it's doing this to make yourself more reflective. And, um, it really does hone working with people one-to-one and in group or community, if that's what you choose. So I think coaching can be a really cool skill set.

And Julia and I had talked about this on our podcast and coaching, um, co coaching through it. There's my plug. Um, we talked a bit about, like, you could coach people tend to like political positions and roles, like, so you want, or coaching and movements. Right. So community of people trying to change something in the world, like I just think coaching is a cool thing to have in your back pocket.

So it doesn't always have to be, um, uh, The ultimate, like I'm going to start my own business and do this thing. It could just be something that opens your eyes a bit more into how you want to live and work. Yeah. Yeah. I love that. Laura, as always, I have a plethora of things to put into the show notes, tons of resources and things for people to check out from you.

I want to thank you so much for your generosity of coming on the show, sharing your time, your expertise and your experiences. It was good to talk to you. There was a delight. I always liked talking to you and learning with and from you all the time. So thank you. 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 at Dr. Katie linder.com/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.