



Episode 180: What Happens When We're Really Listened To

with Tom Dillon

Many professionals all over the world would tell you that coaching transforms lives. It's a powerful tool that can help you truly think about who you are, what you want and what you can do to get there. It can help you develop self-awareness, improve your communication skills and build your confidence and resilience. For medical professionals like you, coaching can help you overcome the high-stress and demanding environment in the field of healthcare.

Unfortunately, coaching isn't typically used by people in medicine and healthcare. Many don't understand the power of coaching. In this workbook, we explore how coaching can help medical professionals balance their lives at work and at home. We talk about the different approaches to coaching and the skills you need to become an effective coach.

If you want to learn more about the power of coaching and the work of a coach, listen to this episode just for you.

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Quote to remember:

'Coaching isn't just about going through bad times, it is also just about having a space in which to think.'

What You Will Learn

Coaching is a powerful tool for all high-stress professionals, especially doctors. Becoming a coach gives you a chance to guide other medical professionals through coaching. Listen to them and create a space in which they can think and better understand themselves.

This activity introduces you to the five approaches of coaching. You'll find that as a coach, you don't have to stick to one way. Coaching approaches can be integrated and connected to best guide your coachee to think to the end of their thoughts.

The coaching journey isn't easy whether you're the coach or a coachee. It requires an ability to listen and encourage self-awareness. Coaching isn't about giving an answer to a problem or solving personal issues. Instead, you'll find that its power lies in guiding other to think.

Each part of the activity focuses on one approach and how they can be used in coaching. These approaches include the person-centred approach, solution-based approach, cognitive behaviour approach, neuroscience approach, and Gestalt's Coaching. It teaches you valuable skills such as listening and looking through a different perspective. You'll also learn key questions that can encourage your coachee to understand themselves better and find a solution.

Understand the power of coaching and how medical professionals can benefit from it. Learn how to become a coach yourself so you can share how powerful coaching can be.



Activity: Five Approaches to Powerful

Coaching

Person-Centered Coaching Approach

Listening is a crucial aspect of powerful coaching. Find a thinking partner like a colleague or friend who can listen as you talk for 30 minutes. **Who is your thinking partner?**

After talking to them, think about how having your thoughts reflected back to you helped you reach the end of your thoughts. **How did you feel about the experience?**

Now, let them talk to you as you take the role of the coach and listen closely. Ask your thinking partner if they felt like you were able to listen well and reflect their thoughts back.

___ My thinking partner felt like I was listening and reflecting back their thoughts.

___ My thinking partner felt like I was listening to interrupt.

___ My thinking partner felt like I was not listening at all.

What made you and your partner feel like you were each engaged and truly listening to your partner?



Solution-Based Coaching Approach

Part of the power of coaching is having a space to think and be able to realize what it is you want. Get to know what really the issue is by answering the **Magic Wand Question**.

Imagine that you went to bed and while you're asleep, a magic wand has been waved. When you wake up, everything is exactly the way you want it to be. **What would you notice that would make you realize that the wand was waved?**

Based on this **what do you want to happen in reality?**

How would you feel if you achieved what the magic wand changed?

Now that you recognize there's something that you want and have imagined it truly happening, you can start working towards it.

Cognitive-Behavioral Coaching Approach

To start taking the little steps toward change, you have to let go of the core beliefs that may be holding you back. Identify your core beliefs. **What are you choosing to believe about yourself that may be stopping you?**



Now change these core beliefs. Test if your beliefs are actually true in reality. Look back at a time when you achieved something you believed you would fail. How did you do it?

What strengths of yours helped you achieve this?

List the strengths that you have now. How would you use each of these to achieve what you want now?

Your Strengths	How You Can Use Them

Now that you look at the reality of your achievements and strengths, how did your core beliefs change?

Going back to what you said you wanted to answer the Magic Wand Question, what steps can you take to achieve this? List down these steps below.

Steps toward achieving: _____	
1	
2	
3	
4	
5	



6	
7	

Neuroscience Coaching Approach

Movement and engagement with others can also go a long way to getting into your creative thinking space. **What activities can you do to clear your mind from its fight or flight mode?**

- _____
- _____
- _____
- _____
- _____

How about activities that you can do with others to encourage thinking and engagement?

- _____
- _____
- _____
- _____
- _____

Gestalt Coaching

Experience continuously changes each of us to become a whole new person. Work towards becoming who you want yourself to be by changing your perspective.

Think of a recent situation where you felt uncomfortable. Pick one object or person in that room with you. Imagine you're back in that time, however this time, you're looking at it from the perspective of your chosen object or person.



The Situation:

Looking Through the Perspective of:

From this new perspective, what do you notice?

What would you tell yourself about that situation? What might you realize while looking at yourself?

Coaching truly is a powerful tool for anyone, especially medical professionals. Become a better coach by experiencing the power of coaching first-hand.

CPD time claimed:

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