

Coaching at Work

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SPECIAL REPORT – SUPERVISION

TIME TO INVEST IN YOUR
INTERNAL COACHES

DELVING DEEP

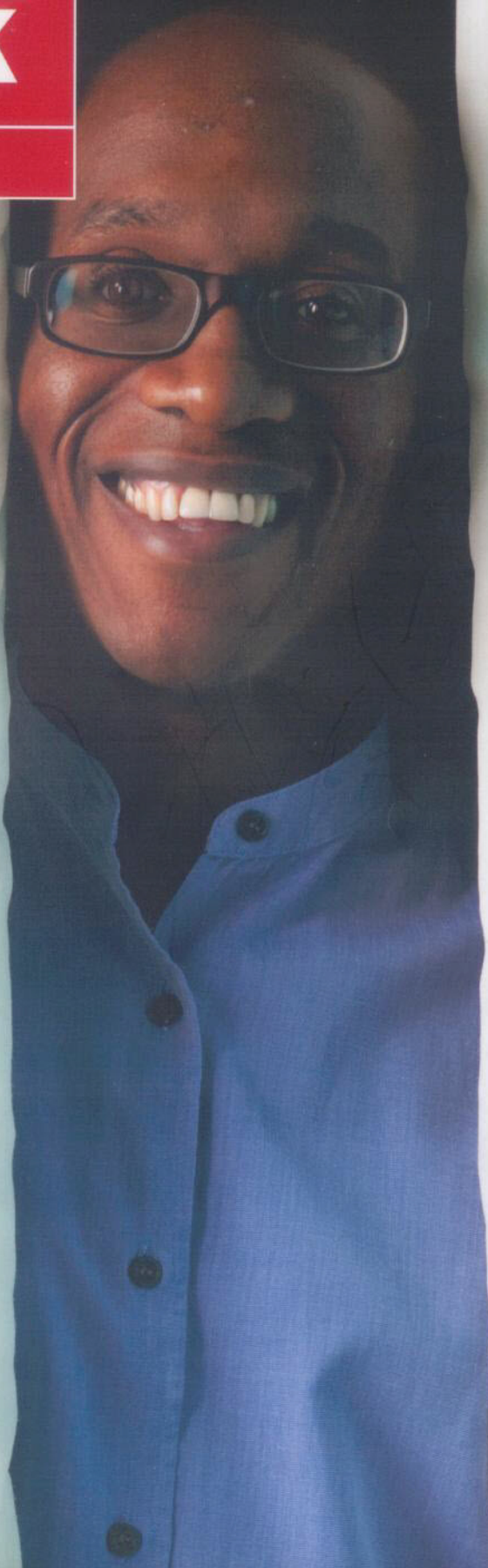
BEYOND COMFORT WITH
THE IDENTITY MATRIX

AS GOOD AS IT GETS

WHY SHOULD OUR
DREAMS COME TRUE?

AMECHI UDO

Profitable, sustainable
coaching – let me
inspire you



How committed am I to my own growth and development? **Tasha Colbert, Anneliese Monden and Deborah Price** share how they engaged with this question by co-coaching one another beyond their comfort zones

LET'S GET REAL

We met in 2005 on the boas professional coach certification programme¹. Since then, we've supported our development as coaches through bi-annual co-coaching retreats. During these sessions, we give each other feedback, and mentor and challenge one another.

As coaches, creating an atmosphere of trust and safety is critical in inviting our clients to allow their most vulnerable selves to be expressed. The space has allowed us to share our coaching tools and to appreciate both their contribution and their limitations in the coaching dialogue.

Working with mind, body and spirit is central to our approach. Creative tools that access different senses such as drawing, movement, voice work and/or imagery, form an important part of our work.

According to the International Coach Federation's minimum skill requirements, coaching at a level of mastery requires confidence in working with strong emotions, complete trust in the client and the process, and the coach's comfort with "not knowing" as a state within which to expand awareness, and the coach's willingness to be vulnerable with the client and have the client be vulnerable in return.

We share this experience to demonstrate how we interpreted this and our belief that to coach at a

transformational level we need to commit to our own transformation.

The Identity Matrix² Model

We used The Identity Matrix, a model created by Robert Dilts³. We each felt drawn to raise our game as coaches and this tool is aimed at the level of identity⁴: a catalyst for transformation.

Your Identity Matrix is represented by your answers to the following six questions:

- What do I want to be but will never be? (*limitation*)
- What don't I want to be and will never be? (*boundary*)
- What do I want to be and can become? (*potential*)
- What don't I want to be and can become? (*weakness*)
- What do I want to be and will always be? (*deep core*)
- What don't I want to be and will always be? (*shadow*)

We each chose a different modality to explore the matrix. This allowed us to experiment and deepen our experience, both as coach and client. Here, we describe our own coaching experiences.

The Identity Matrix

	Will never be	Can become	Will always be
Want to be	Limitation	Potential	Deep core
Don't want to be	Boundary	Weakness	Shadow

Anneliese's experience

look at my answers to the questions. Words, just words, and not even in my mother tongue. My legally trained left brain reads them, all neatly in their boxes. My right brain feels them and I want to go deeper. I sense a combination of fear for the unknown, and yet excitement too.

Instinctively I go to the unexplored territory of using Soul Cards⁵ to represent my Identity Matrix.

I let the pictures reveal their meaning for me:

- The bird of freedom, my limitation. How free can I be?
- What don't you want to be and will never be? Indifference, my boundary. A shiver runs through my spine as I look at the picture of someone blurred by dark clouds. I really dislike what I feel.

Anneliese's matrix

	Will never be	Can become	Will always be
Want to be	Freedom	Confidence	Stretching
Don't want to be	Indifference	Passive	Feeling pulled

I'm asked: "What does this boundary mean for you?"

My answer is spontaneous and comes from a place deep inside me: "I want to challenge indifference and dissolve (perceived) boundaries in the world."

- The next picture is powerful as it shows a very pregnant woman with the world in her womb. Confidence, my potential. Very feminine and connected to the world at large.

- My weakness is my passiveness. I smile when I think of my husband and his ability to drive me to action.

- So what is my deep core? What do I want to be and will always be? Stretching. I look at the image of the man at the edge of a cliff. Adventure! And yet, there is something not right about it...

- We move to my shadow, the sixth card. Feeling pulled. As I talk about my different roles in life, an incredible feeling of integration takes place. The picture radiates, like the sun. I see a very centered person. This is not my shadow, this is my deep core. In a flash I realise what felt wrong before.

Decisively, I swap the shadow and deep core pictures. The "stretch" picture becomes my shadow representing the danger of being out of balance. The feeling pulled image radiates as my deep core: reaching, constant growth.

After talking me through the connections between the different images, the coach asks: "Is this picture complete?"

"No, it is not", I answer.

I draw a big circle around the cards and write in the centre: "Anneliese Monden. MY Identity Matrix."



