



FOUNDATIONS

S U P P L E B R A N C H E S

F I R M T R U N K

D E E P R O O T S

C O N S T A N T I N E M . D H O N A U

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ICF Core Competencies

WHY NOW?

Lately, you've been feeling like there's **something lacking**. Maybe it seems like **everything's going wrong** and **you're not happy**. Maybe it seems like **everything's going right** and **you're still not happy**. You don't feel settled, content, inspired. You can't seem to identify the wall in front of you or find the strength to get through it. **You're fed-up** with feeling this way. **Something has to change**. You've tried and you can't seem to do it on your own. You've asked all the right questions and the answers aren't helping. **You need something else or someone else.**

This eBook is your key.

If you're reading this, we've likely already spoken and decided we're a good fit for each other as coach and client. We know a little bit about each other, what we're going to work on, and how we're going to work together.

You know that you're ready to put in the effort.

You and I are about to embark your journey. You will learn **new ways to think, feel, communicate, and plan**. You will practice **new ways of being** that will shift you from "spinning your wheels" to "getting in gear." **Let this be it. Let your time be now.** Let yourself **take back control** of that which does not serve you. **Trust yourself** to wield your power responsibly.

I want you to know that **I am as excited for this process as you are!** I've seen these steps change people's lives. I feel proud and accomplished when I get to play a part in your healing and growth. **I am honored to have your trust.** I am inspired by your ability and desire to work on yourself. Your coming transformation is the reason I consistently dedicate myself to learning and practicing as much as possible to aid you on your journey.

CORE COMPETENCIES

What follows is a collection of the most effective models I've found. These are boiled-down from years of research and practice. I'm skipping the guess work for you. **This is the fast track to getting results.** However, this will not happen overnight, nor will it be easy. But compare your time and effort here, next to all the time and effort of staying stuck where you are...

This is a reciprocal process; meaning, you get out exactly what you put into it. **The more you put in, the more you get out—with compound interest.**

All of the models in this resource speak to one universal finding in psychology:

**You are not your struggle.
You are that which overcomes.**

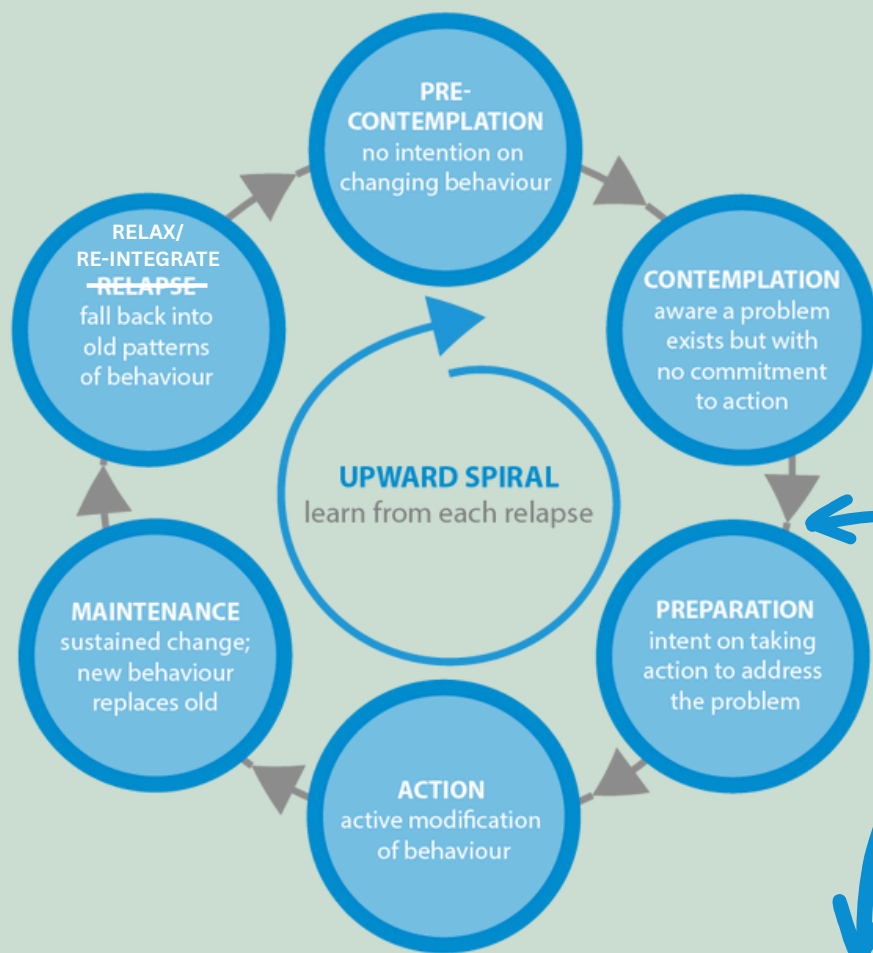
All of the following core competencies reflect those findings. This Coaching Foundation gives you the tools to build clarity on how to change two key areas:

1. The person you are now, to the person you want to be.
2. The life you're living now, into the life you want to live.

How does it work?

This booklet is your resource, I am your coach, and together we'll go through each of the 5 steps to help you Learn, Identify, Plan, Practice, Maintain the change you're looking for.

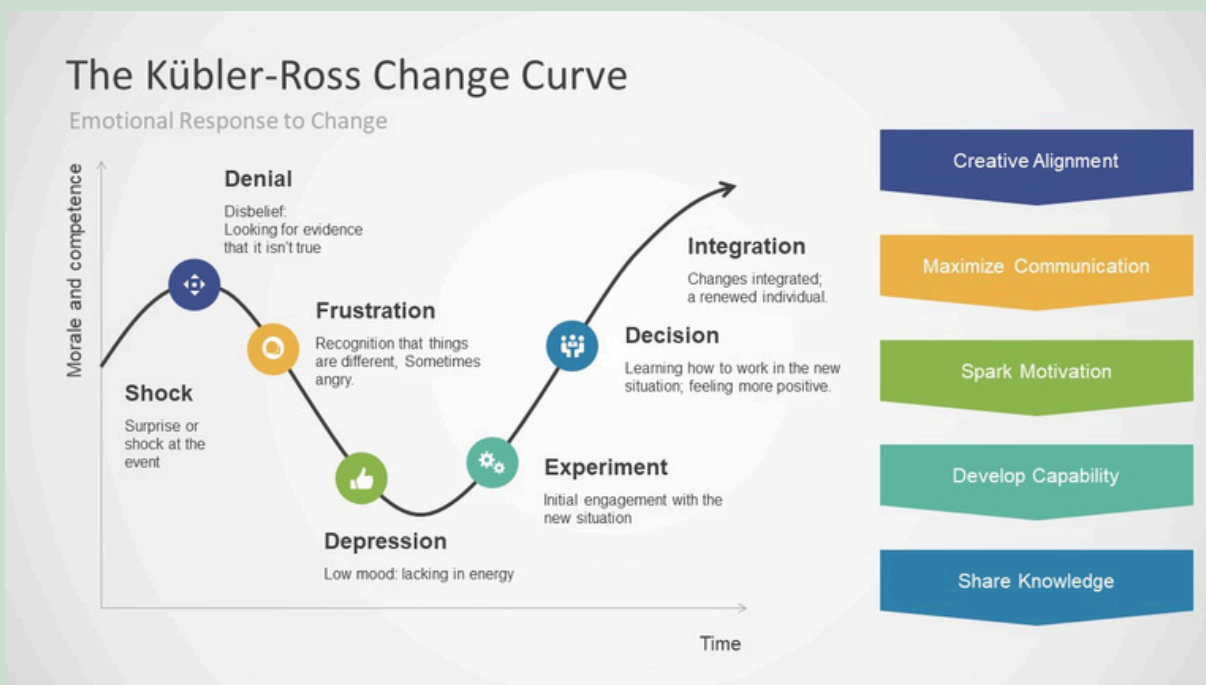
STAGES OF CHANGE



Change and Growth are not linear (Read that again). They're cyclical. **Relapse is a moment of re-integration**, relaxing from maintenance to **re-consider** the new change. The goal is to sustain *overall linear* progression.

Think of these two graphics as the **overhead view** (upward spiral) and a **side view** (fluctuating up and down) of the path of change.

Where are you at in your change *right now*?





ANOTHER CYCLE?! WHEN DOES IT END? That's a great question...

...anyways,

The Belief & Success Cycle

is similar to the Stage of Change but it is more focused on the *quality* of change.

Whether you believe you will succeed or fail- you're right! (And boy do we love to be right)

Self-Compassion

is about your relationship with yourself.

There are 3 pillars:

Be nice.
You're not alone.
It will pass.

Dr. Kristen Neff: 3 Elements of Self-Compassion

Self-Kindness:

Understanding,
not punishment

Sense of Common Humanity:

Everybody
goes through
this

Mindfulness:

Neither
ignoring nor
exaggerating
feelings of
failure



5 BASIC NEEDS



Abraham Maslow's Hierarchy of Needs

(above)

gives us a framework to think about how we move through each of the stages of change.

Contrary to the stages of change, this *IS* a linear model.

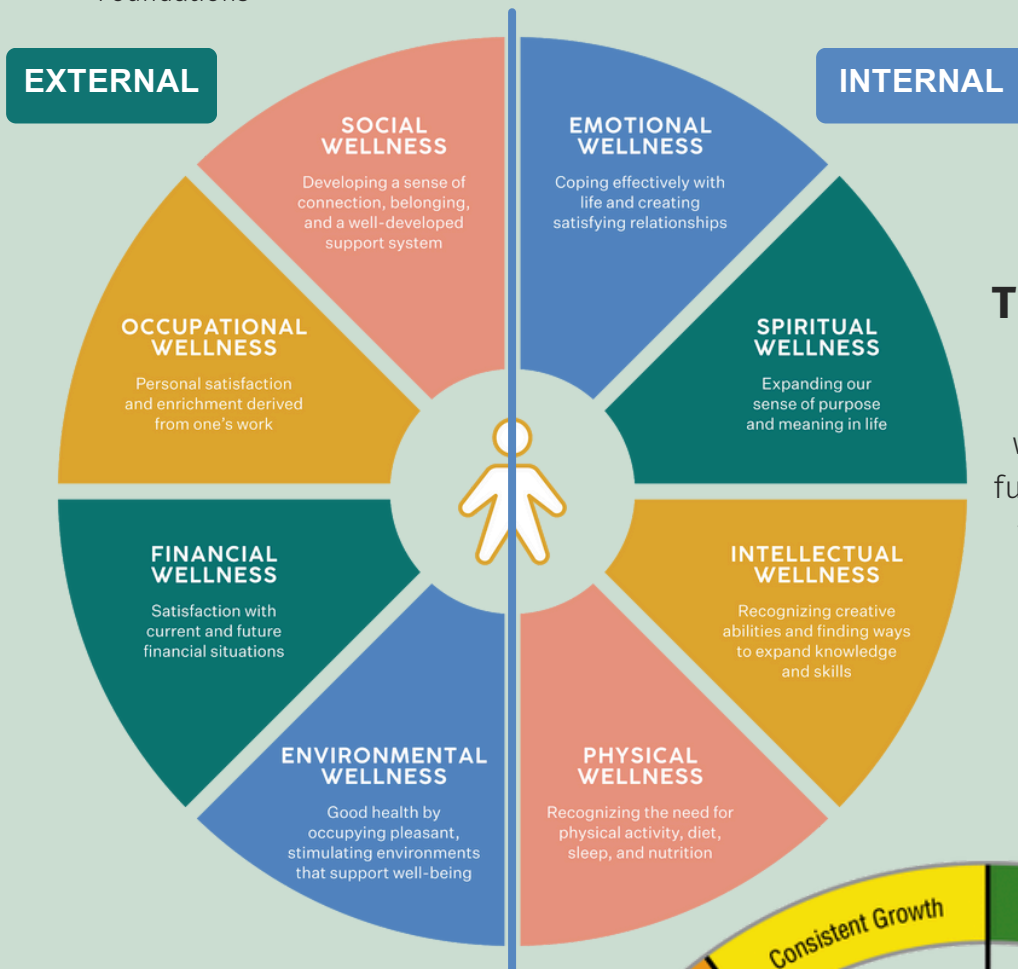
It is difficult to self-actualize when you are starving or suffocating. So, make sure you are fed, safe, loved, loving yourself, and focusing on your goals.

Eric Glasser's 5 Basic Needs

(left)

is a *simultaneous* model, meaning these are the 5 needs we are working to maintain at all times. Compared to Maslow's (top left), it is similar but simpler, and differs in how it holds all needs equally instead of hierarchically

Which needs are you meeting?...neglecting? How?

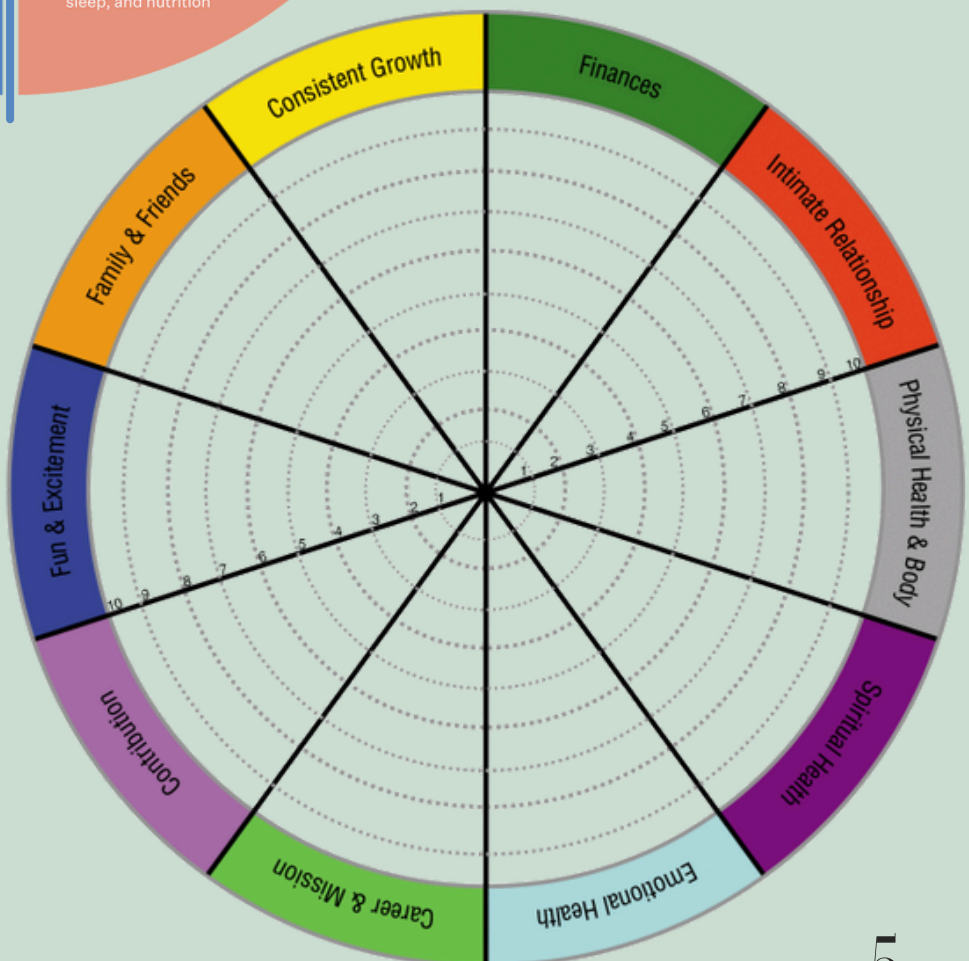


The Wellness Wheel

is another simultaneous model. These are the areas which, together, represent a full life. They give us areas to focus on and identify which need the most tending to.

Wellness Wheel Map

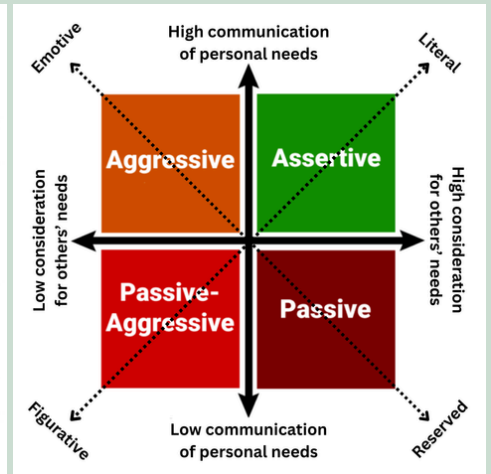
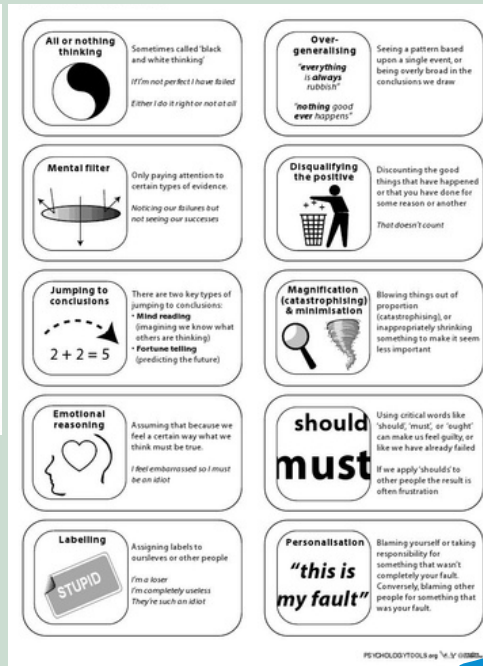
Plot each area on a scale from 1 to 10 (notice the numbers radiating out from the center). Connect the dots to get a broad view of which areas are strongest and which are the most deficient.





"I Feel" Statement

Use this to *assertively* communicate your emotions, activators, and needs. (Note: this is not a demand - the recipient has their own feelings and needs to navigate as well).

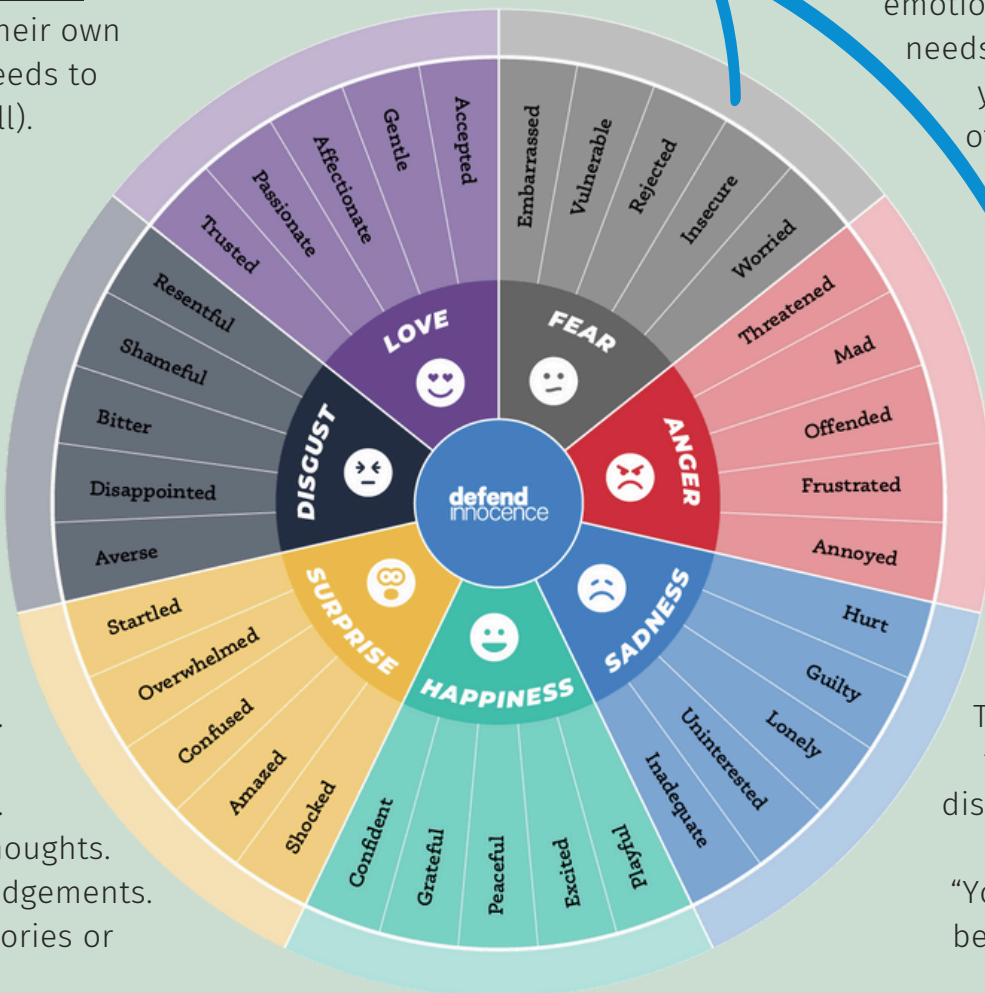


Communication Continuum

How openly are you communicating your emotions, triggers, and needs. How much are you considering others' emotions, activators, and needs?

Feelings Wheel

These are *emotion words*. Simple. A few syllables. They are not thoughts. They are not judgements. They are not stories or justifications.



Cognitive Distortions

(top middle)
These are just 10 top examples of distorted thinking.

"You don't have to believe everything you think."

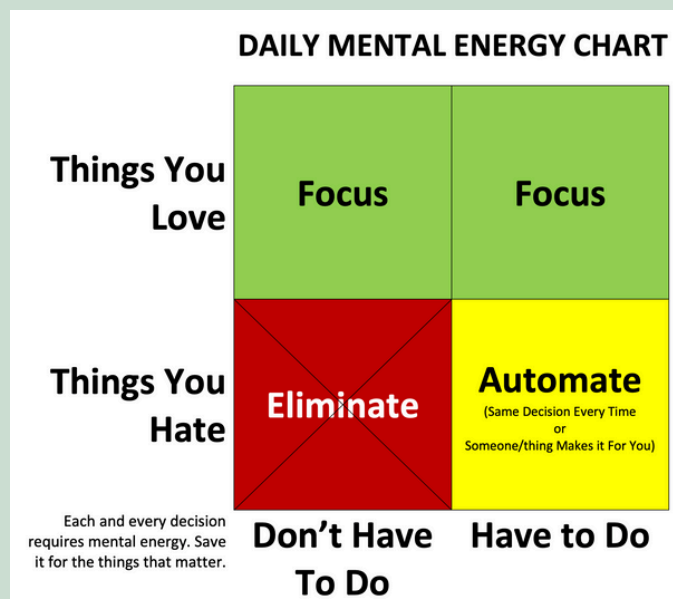


SMART Goals

Use this model to set a goal and track your progress.

High Performance Habits

Use these guidelines when setting your SMART goals.



Eisenhower Decision Matrix

Named after its creator, 34th POTUS Dwight D. Eisenhower.

This is the simple matrix he used to make critical and everyday decisions.

BRINGING IT ALL TOGETHER

Identify where you are in the **Stages of Change...**



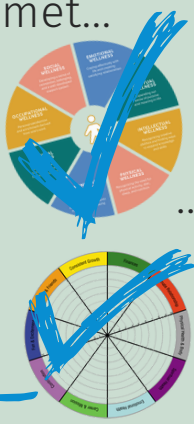
...then cultivate more **self-compassion** to believe in yourself...



...then which **needs** aren't being met...



...and how **you can** meet them.



...use all of that to **clearly communicate your feelings and needs** to yourself and to others...



...use your clarity to **define your goals...**



...**ENJOY THE RIDE!**



SO, NOW WHAT?

Put simply: guidance through inquiry.

Together, we'll explore any of the above that catch your interest. Ultimately, learning a bit about each and putting them all together will yield the best results, but this is your journey. You choose when, where, how far, and how deep you want to go. I am the curator of your container. I provide space to reflect and explore - tactfully asking the right questions at the right time. I am also a knowledge base for you to learn from about anything covered here, if you so choose.

Remember, this is a reciprocal process:

**The more you put in,
the more you get out.**

You have already grown by the simple act of making this investment in your growth. You've made deposits in your mental bank that yes, you *can* do this and you're curious to see what it looks like (and so am I).

I can guarantee you will find new awareness.

If you learn these skills, if you participate in our sessions, your way of relating to the world and walking through life will change. They may seem the most subtle of ways, but they will grow and compound over time, resulting in paradigm shifts (perhaps before you even realize it).

What Is Coaching?

ICF Core Competencies

A. Foundation

1. Demonstrates Ethical Practice

DEFINITION: Understands and consistently applies coaching ethics and standards of coaching.

2. Embodies a Coaching Mindset

DEFINITION: Develops and maintains a mindset that is open, curious, flexible and client-centered.

B. Co-Creating the Relationship

3. Establishes and Maintains Agreements

DEFINITION: Partners with the client and relevant stakeholders to create clear agreements about the coaching relationship, process, plans and goals. Establishes agreements for the overall coaching engagement as well as those for each coaching session.

4. Cultivates Trust and Safety

DEFINITION: Partners with the client to create a safe, supportive environment that allows the client to share freely. Maintains a relationship of mutual respect and trust.

5. Maintains Presence

DEFINITION: Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident.

C. Communicating Effectively

6. Listens Actively

DEFINITION: Focuses on what the client is and is not saying to fully understand what is being communicated in the context of the client systems and to support client self-expression.

7. Evokes Awareness

DEFINITION: Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor or analogy.

D. Cultivating Learning and Growth

8. Facilitates Client Growth

DEFINITION: Partners with the client to transform learning and insight into action. Promotes client autonomy in the coaching process.

IT'S NOT WHAT YOU'RE
LACKING

IT'S WHAT YOU'RE
MISSING

YOU HAVE
everything
YOU NEED WITHIN
let's find it