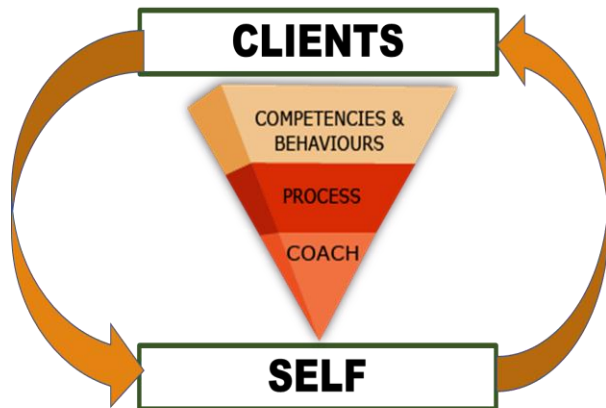


# WACN and PSG Coaching With Neuroscience Competencies and Models



## Competencies for COACHING

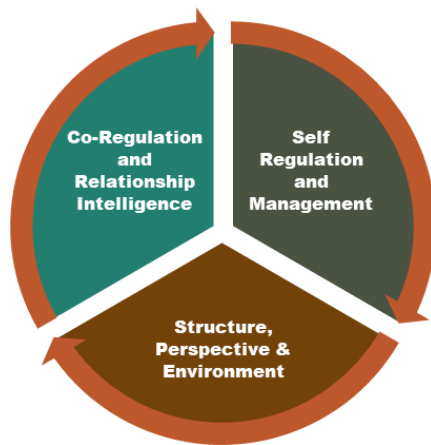


<b>SELF</b>	Self-Awareness and Self-Priming ( quality coaching chemistry) <ul style="list-style-type: none"> <li>• Self-Perception</li> <li>• Self-Expression</li> <li>• Stress-Tolerance</li> <li>• Optimism</li> </ul>
<b>COACH</b>	SURE - Coach shows up for session: <ul style="list-style-type: none"> <li>• Prepared, professional and practiced</li> <li>• Positive attitude and energy</li> <li>• Open body language</li> <li>• Genuine interest in client</li> </ul>
<b>PROCESS</b>	<ul style="list-style-type: none"> <li>• Chemistry and fit</li> <li>• Educates client on what coaching is/is not</li> <li>• Builds rapport and trust – set up the relationship, clear expectations</li> <li>• Contracts with client for session / process</li> <li>• Clarifies and narrows down Agenda</li> <li>• Checks meaning and value of Agenda to client</li> <li>• Clarifies desired outcome</li> <li>• Powerful questions that support agenda – one at a time</li> <li>• Questions that generate new thinking and direct agenda</li> <li>• Mirrors client language and metaphors</li> <li>• 80/20 Listening/Talking</li> <li>• Listening at L2&amp;3 – verbal and non-verbal</li> <li>• Clarifies to test understanding</li> <li>• Summarises to track progress during</li> <li>• Tools used correctly and support agenda</li> <li>• Demonstrate activity around 4 cornerstones</li> <li>• Creates a Design Space for Challenge and Support</li> <li>• Coaching is in line with WACN Ethics and practice</li> </ul>

# WACN and PSG Coaching With Neuroscience Competencies and Models



## Competencies for NEUROSCIENCE



### Self Regulation and Management

- Understanding the evolutionary echoes and belief triggers at play
- Neuro Priming – Self regulation
- Self-Management - How we set ourselves up in a confident state for our clients

### Structure, Flow and Perspective

#### 4 Co-Activity Cornerstones

##### Client is resourceful and WHOLESYSTEM

- Listening for evolutionary echoes and triggering beliefs
- Intercept (startle) to bring awareness of evolutionary echoes
- Track to new thinking

##### Dance and REACTIVATE in the moment

- Chemistry and fit
- Contract for client potential and Ever-Growing Mindset
- Prime for SURE
- Sustaining trust
- Notice changes in the client's neuro state (traffic light system) and lead to positive neuro engagement
- Focus on creating momentum

##### Client holds and EVOLVES the Agenda

- Allows reveal of underlying the agenda – drill down for meaningfulness and ownership

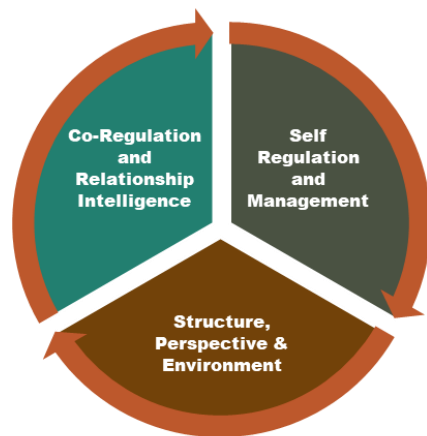
##### Evoking and ACTIVATING Transformation

- Catalyst for change.
- Responds when client's energy shifts from a forward motion state to avoidance state
- Shift energy in the session to move client forward and best serve client agenda
- Create safe space to refocus and recalibrate and reassess
- Match and grow the levels of confidence to and through the levels of success

# WACN and PSG Coaching With Neuroscience Competencies and Models



## WACN Competencies for NEUROSCIENCE



### Co-Regulation and Relationship Intelligence

Co-regulate the chemistry in to the open loop system to positively impact client engagement and relationship

#### Oxytocin

- Establish intentions for coaching through contracting
- Prove competence for better engagement
- Shared Values
- Clarity and order of flow to produce efficient and balanced whole- system thinking

#### Serotonin

- Shared Vision for the coaching agenda.
- Pace and flow of coaching. Slow enough to test thinking and get agreement from stage to stage
- Energy in motion
- Accountability and quality support systems in play

#### Dopamine

- Clarify and connect agenda to benefits, rewards and results
- Make sure steps to success are established and leveraged

#### Adrenaline

- Anticipate and prepare for triggers of resistance.
- Look at belief systems and rehearse/affirm new thinking disciplines

#### Cortisol

- Keeping the right support to challenge balance in coaching.
- Too much challenge and stress – causing threat state to stay on