



LEADER to COACH: GROWTH EDGES



## SELF CHANGE

- Identify and role  
*expert vs change agent*
- needs
- beliefs
- mindset growth edges

authority



EXPERT

coach

authority	coach
I am the authority	<i>I support your autonomy</i>
I direct	<i>I cultivate</i>
I am in the driver's seat	<i>you are in the driver's seat</i>
I have no time to connect	<i>attuning for a few seconds is time well spent</i>
I am too busy to empathize	<i>what are you feeling right now?</i>
here is what is wrong	<i>what is going well?</i>
here are your weaknesses	<i>what are your strengths?</i>
I have a checklist	<i>what are your priorities?</i>
I know what's important	<i>what matters most to you?</i>
I know what's best	<i>what would work best for you?</i>
what you should do is...	<i>what do you most want to do?</i>
here are your next steps	<i>what are your next steps?</i>

**expert**  
I am the authority



**EXPERT**



**coach**  
I empower your  
autonomy

I am in the driver's seat



**EXPERT**



you are in the  
driver's seat

I have no time to  
connect



**EXPERT**



attuning for a  
few seconds is  
time well spent

I am too busy to  
empathize



**EXPERT**

what are you  
feeling right  
now?



here's what is wrong



**EXPERT**



what is going  
well?

here are your  
weaknesses



**EXPERT**



what are your  
strengths?

I have a checklist



**EXPERT**



what are your  
priorities?

I know what's important



**EXPERT**

what matters  
most to you?

I know what's best



**EXPERT**



what would  
work best for  
you?

what you should do is..



**EXPERT**



what do you  
want to do?

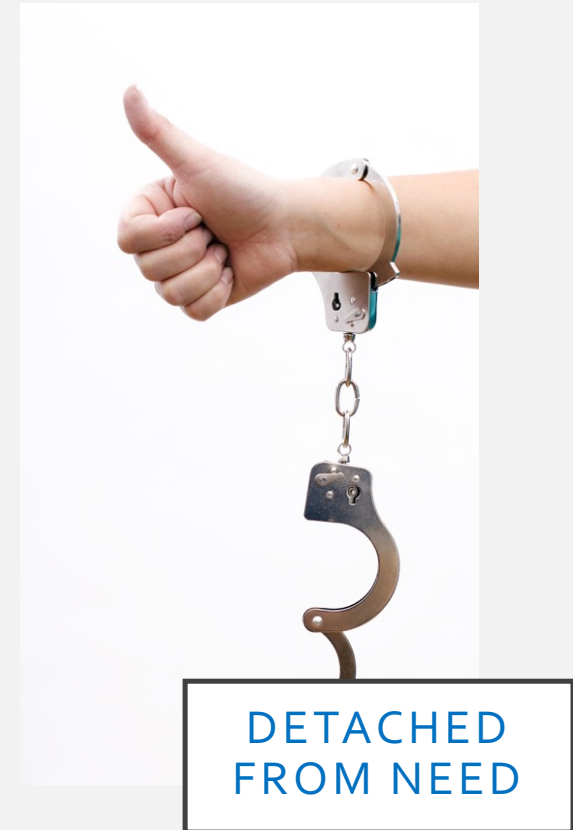
here are your next steps



**EXPERT**



what are your  
next steps?





## attached to need

## detached from need

I need to be the expert

*I am not the expert in your work and life*

I need to find solutions

*I help you find what will work for you*

I need to fix

*I help you change yourself*

I need to rescue

*I help you change yourself*

I know the answers

*I offer options*

I am important

*you are important to me*

I need to talk

*I learn when I listen*

I need to be in charge

*I collaborate*

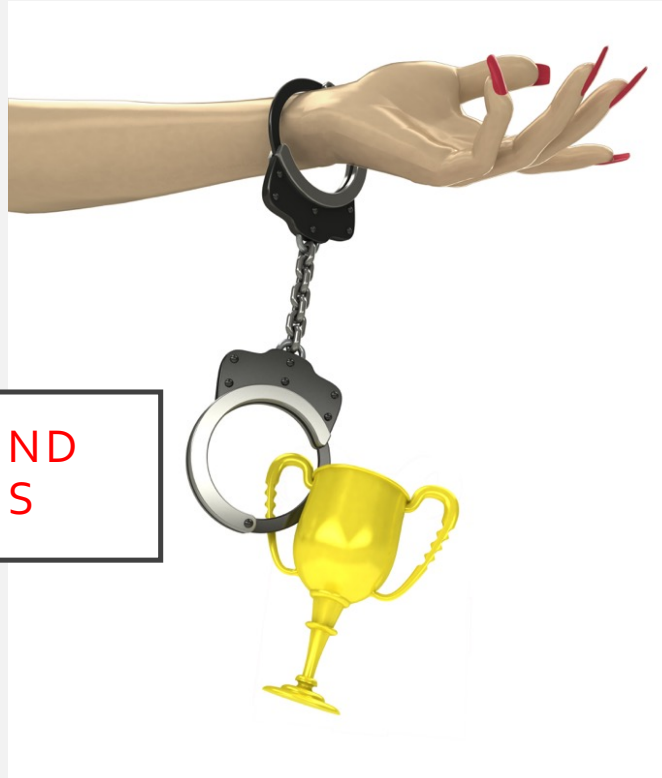
I NEED TO BE AN  
EXPERT



I AM NOT AN  
EXPERT IN YOUR  
WORK & LIFE



I NEED TO FIND  
SOLUTIONS



I HELP YOU FIND  
WHAT WILL WORK  
FOR YOU



I NEED TO FIX



I HELP YOU FIND  
YOUR OWN WAY



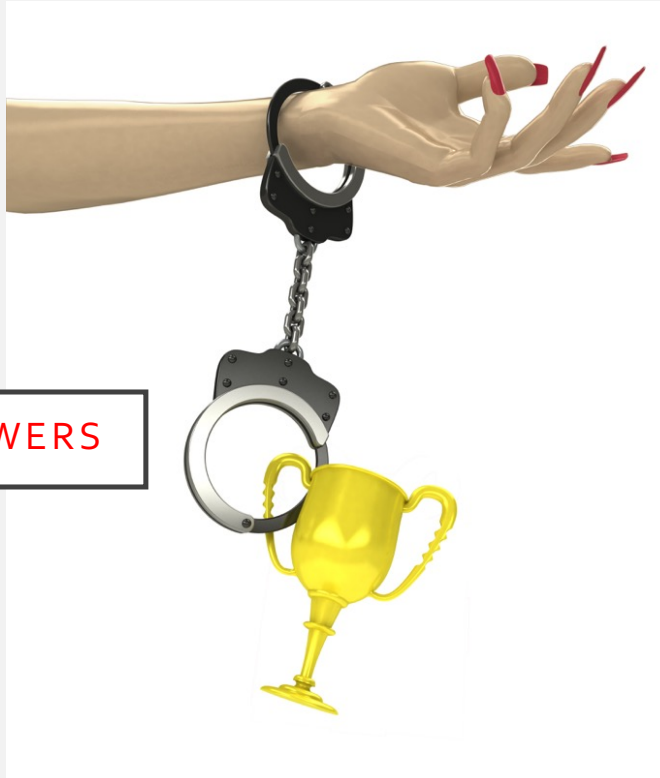
I NEED TO RESCUE



I HELP YOU  
CHANGE  
YOURSELF



I KNOW THE ANSWERS



I OFFER OPTIONS



I AM IMPORTANT



YOU ARE IMPORTANT

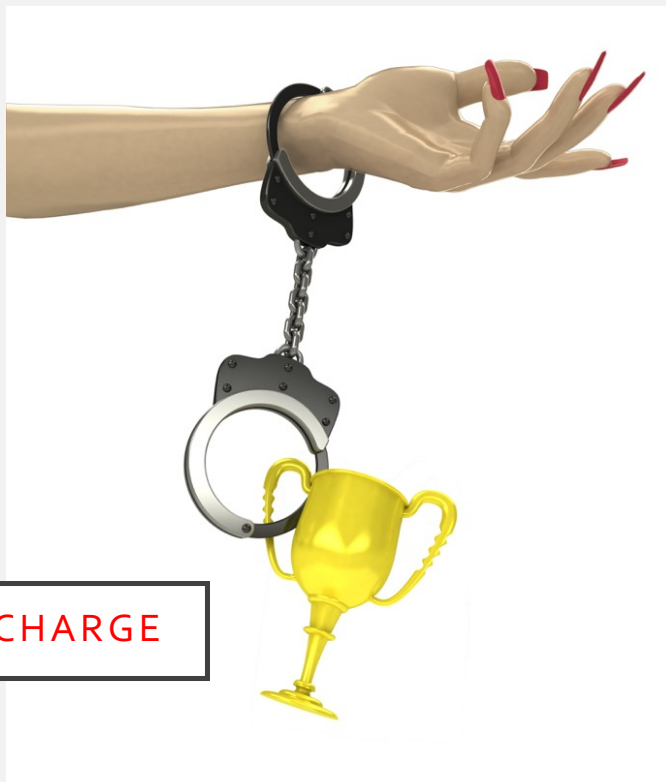


I NEED TO TALK



I LEARN WHEN I LISTEN





I NEED TO BE IN CHARGE



I COLLABORATE

CONTROLLED BY BELIEFS



SELF-LEADERSHIP

## controlled by belief

I am overwhelmed

I have important things on my mind

I have big problems

I have no time for self-care

empathy burns me out

## not controlled

*I calm myself down*

*I give my full attention*

*I park my problems*

*self-care is a priority*

*I share the negative and let go*

I AM OVERWHELMED



I CALM MYSELF DOWN

I HAVE IMPORTANT  
THINGS ON MY MIND



I GIVE MY FULL ATTENTION

I HAVE BIG PROBLEMS



I PARK MY PROBLEMS

NO TIME FOR SELF-CARE



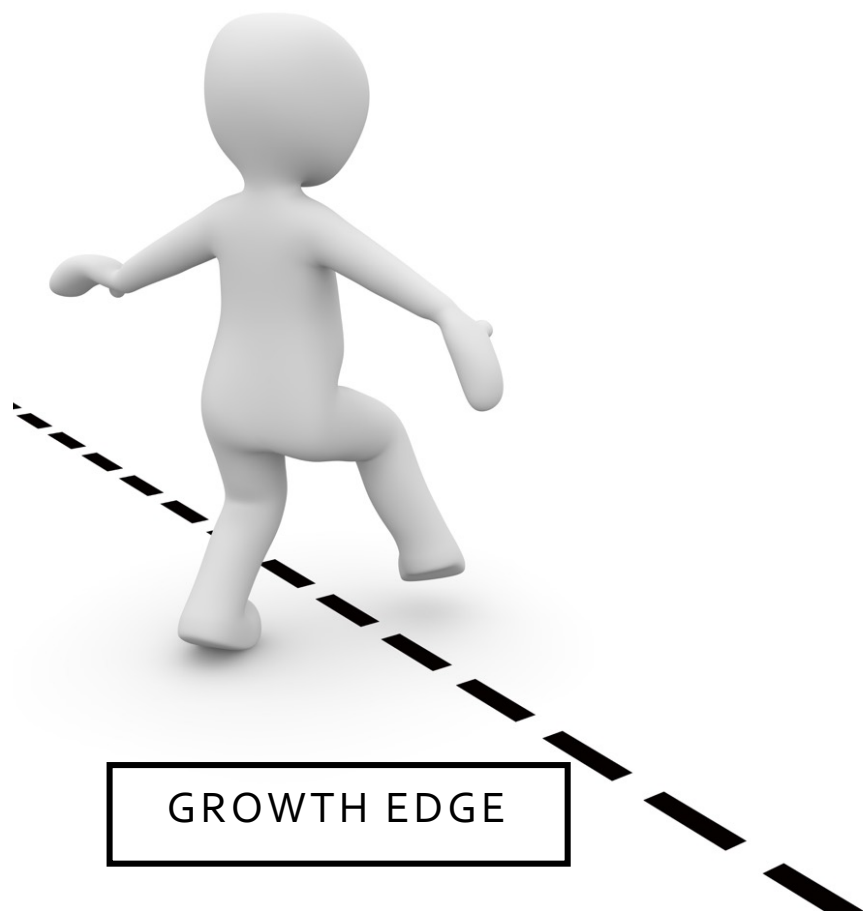
SELF-CARE IS A PRIORITY

EMPATHY BURNS ME OUT



I SHARE & LET GO





## growth edge

## higher wisdom

I have too much to do

*I am grateful to serve*

no time for open questions

*listening gets more done faster*

I focus on what's wrong

*I build on what's good*

I am critical of you

*I accept that you are doing your best*

I judge you

*I notice my biases*

I feel sorry for you

*I understand what you feel*

I am frustrated with you

*I am open and curious about you*

I label you

*I see you as unique*

I am better than you

*I am a work in progress*

I don't value you

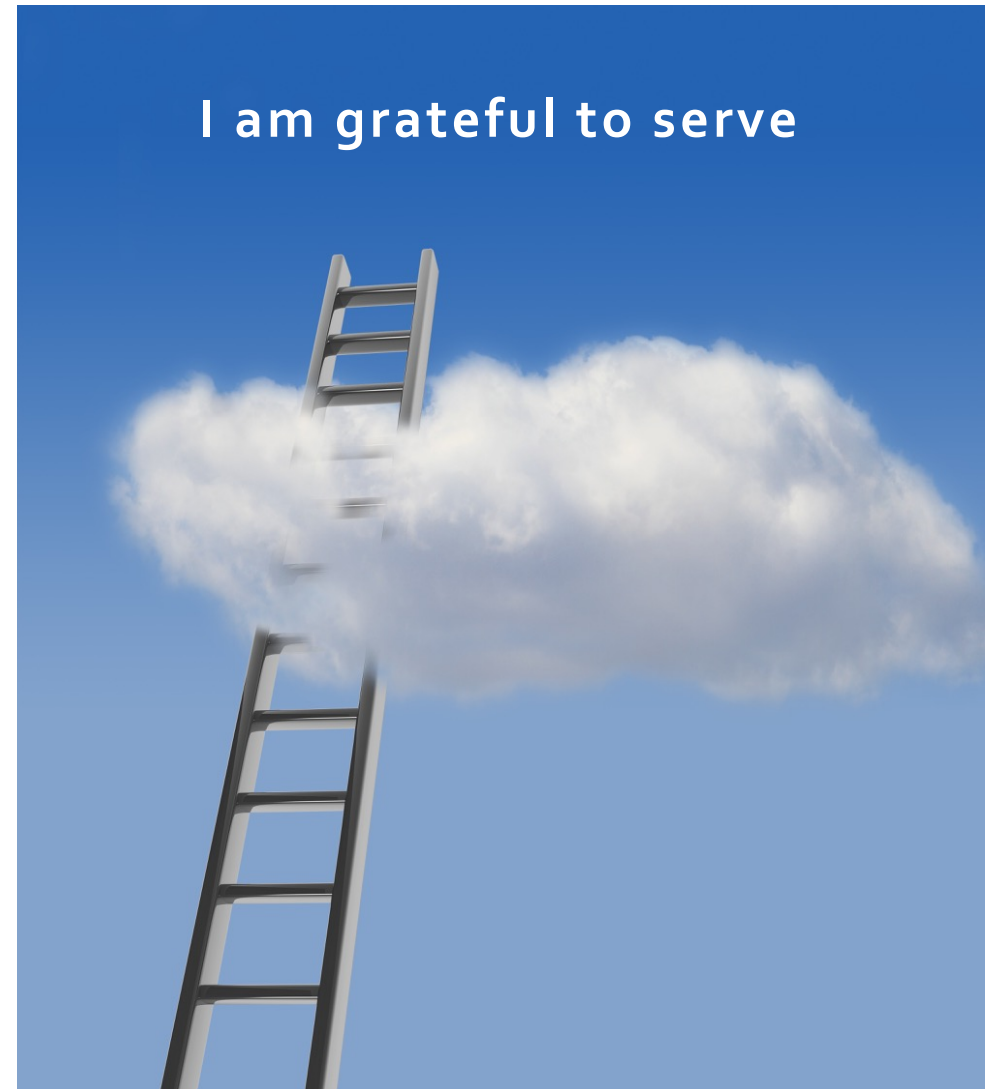
*we are equals, doing our best*

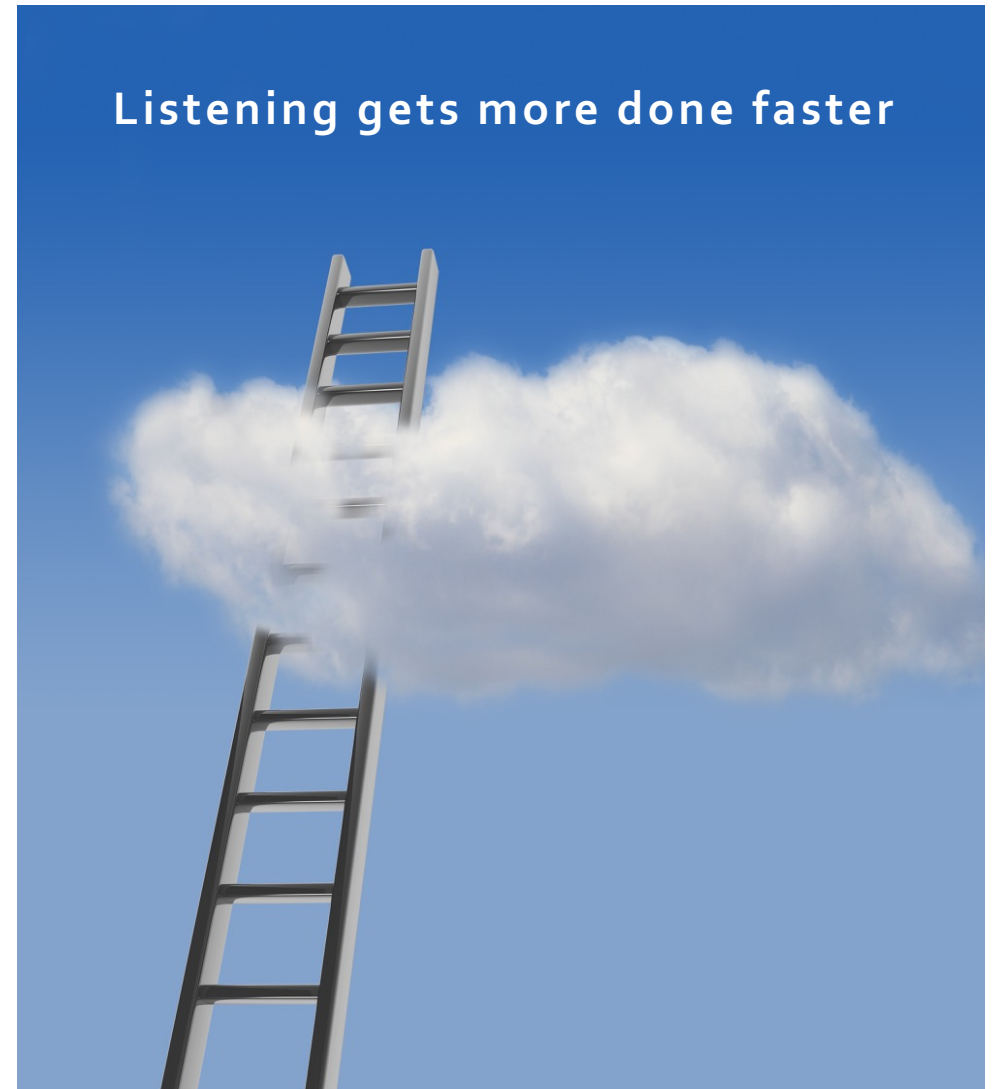
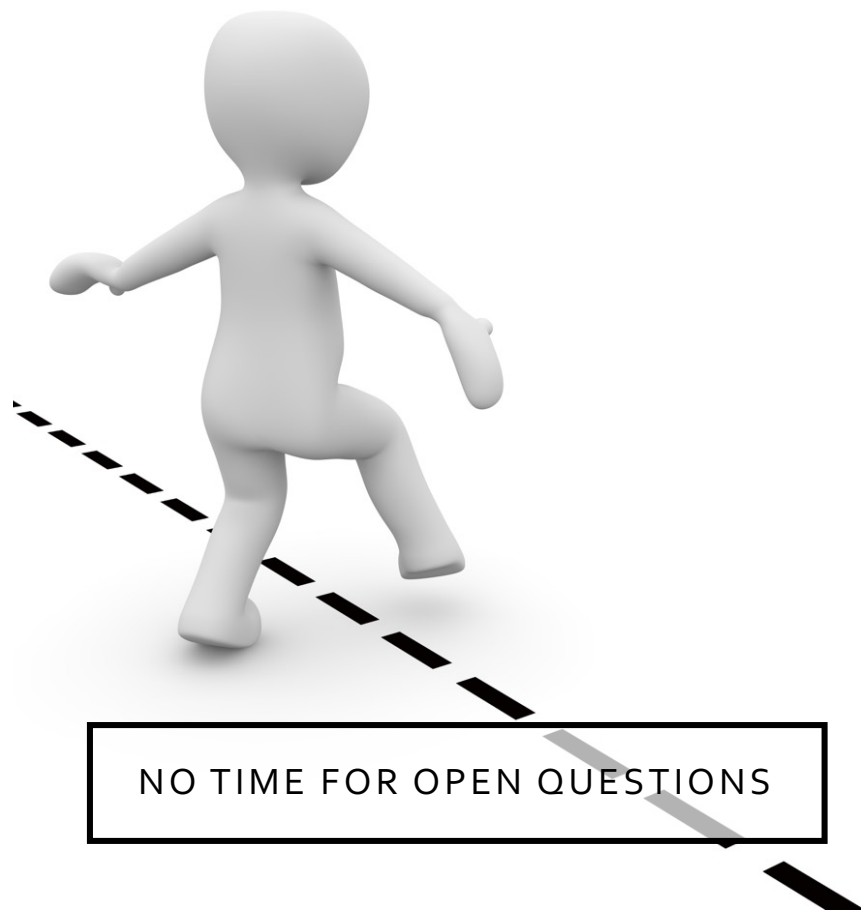
stop resisting me

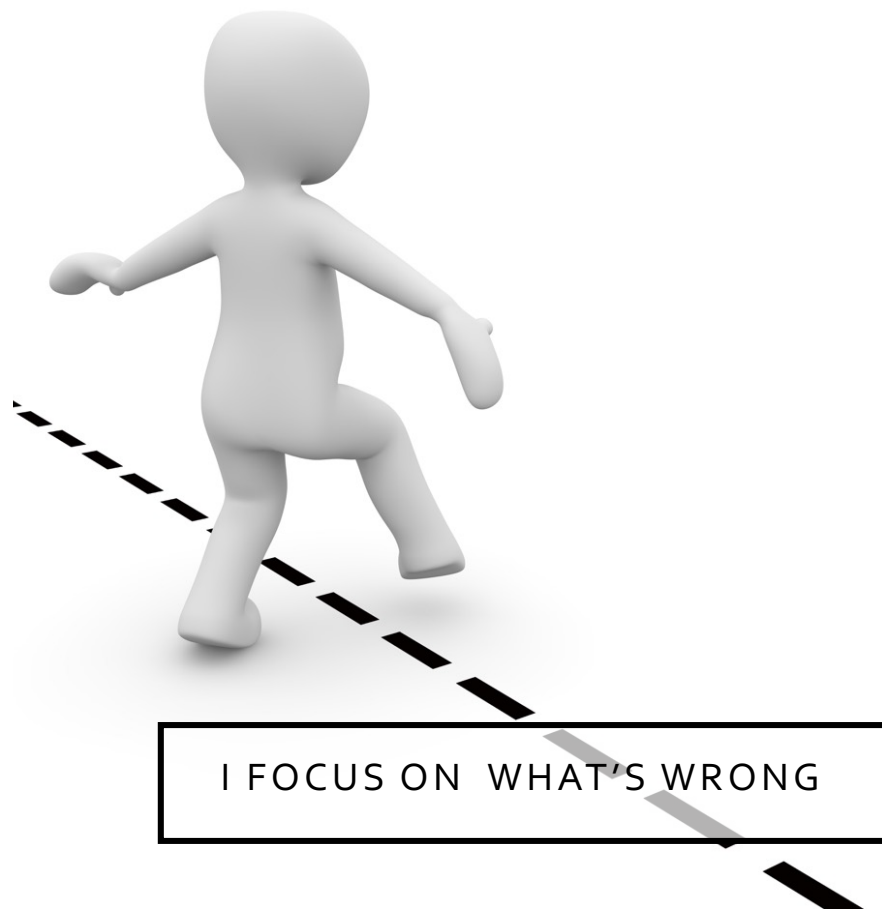
*I triggered your resistance*

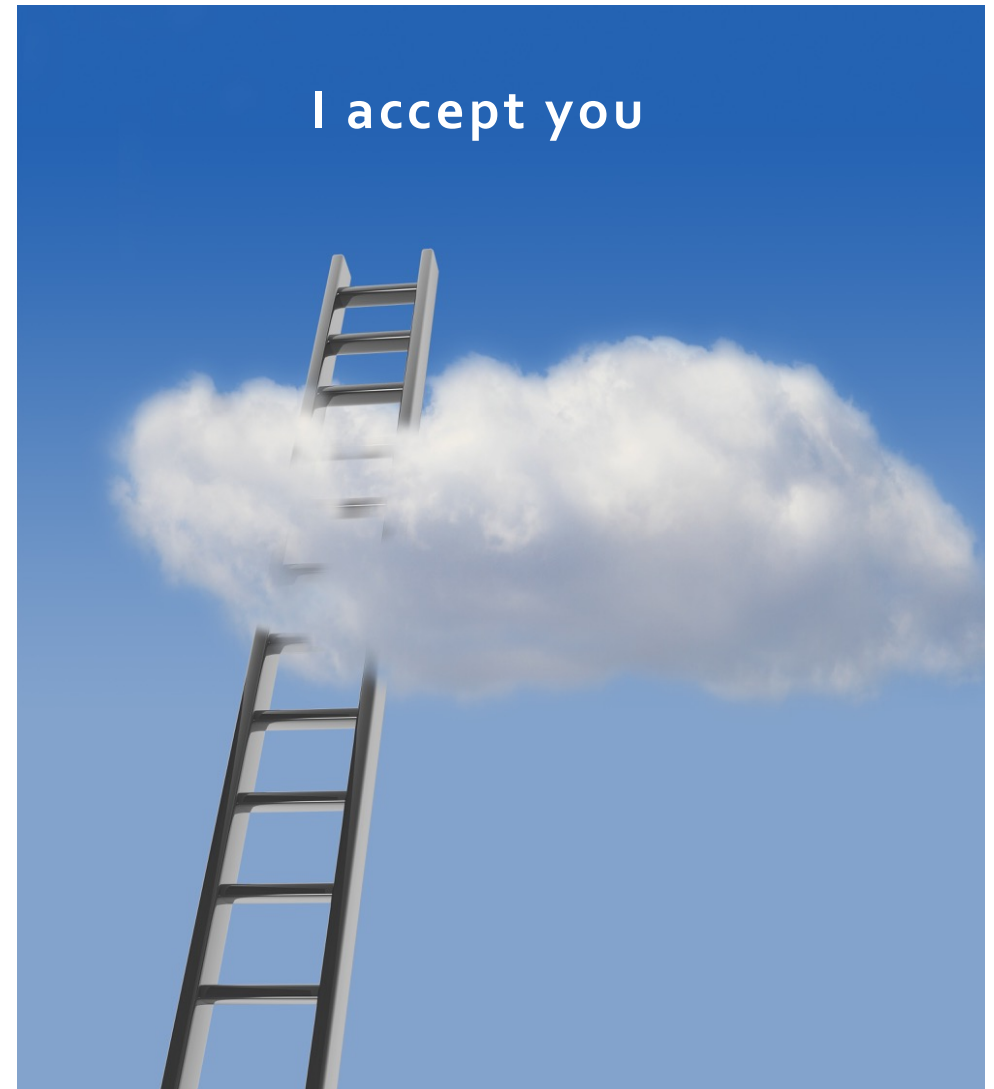
get your act together

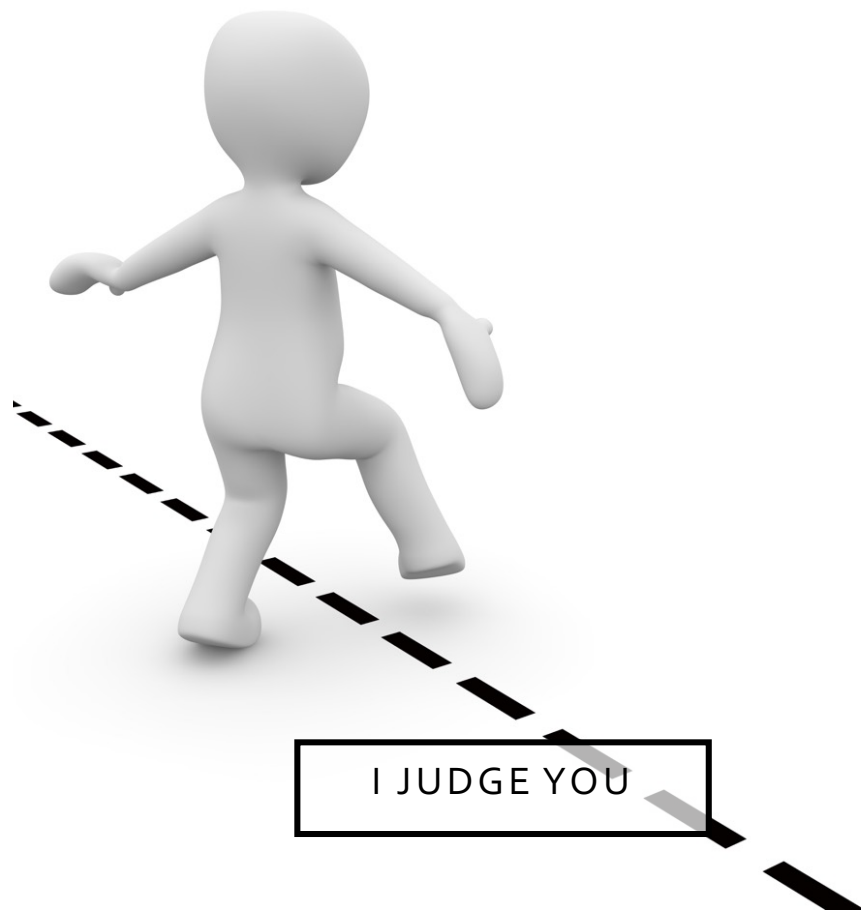
*you are doing your best*

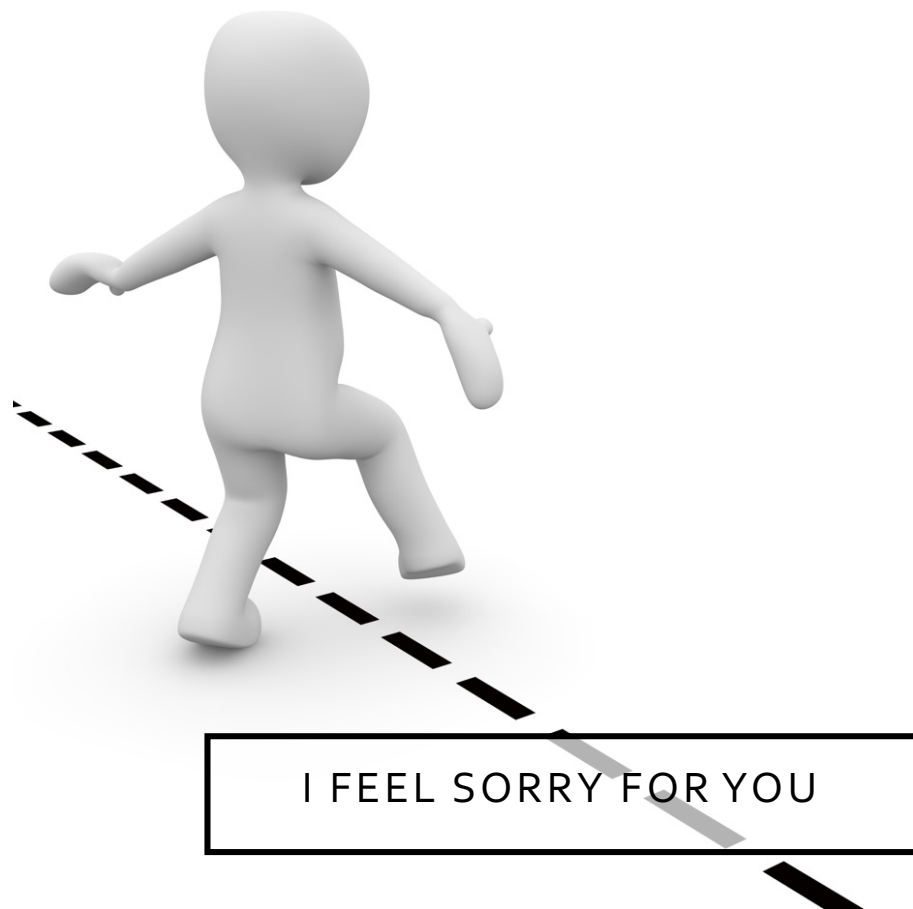




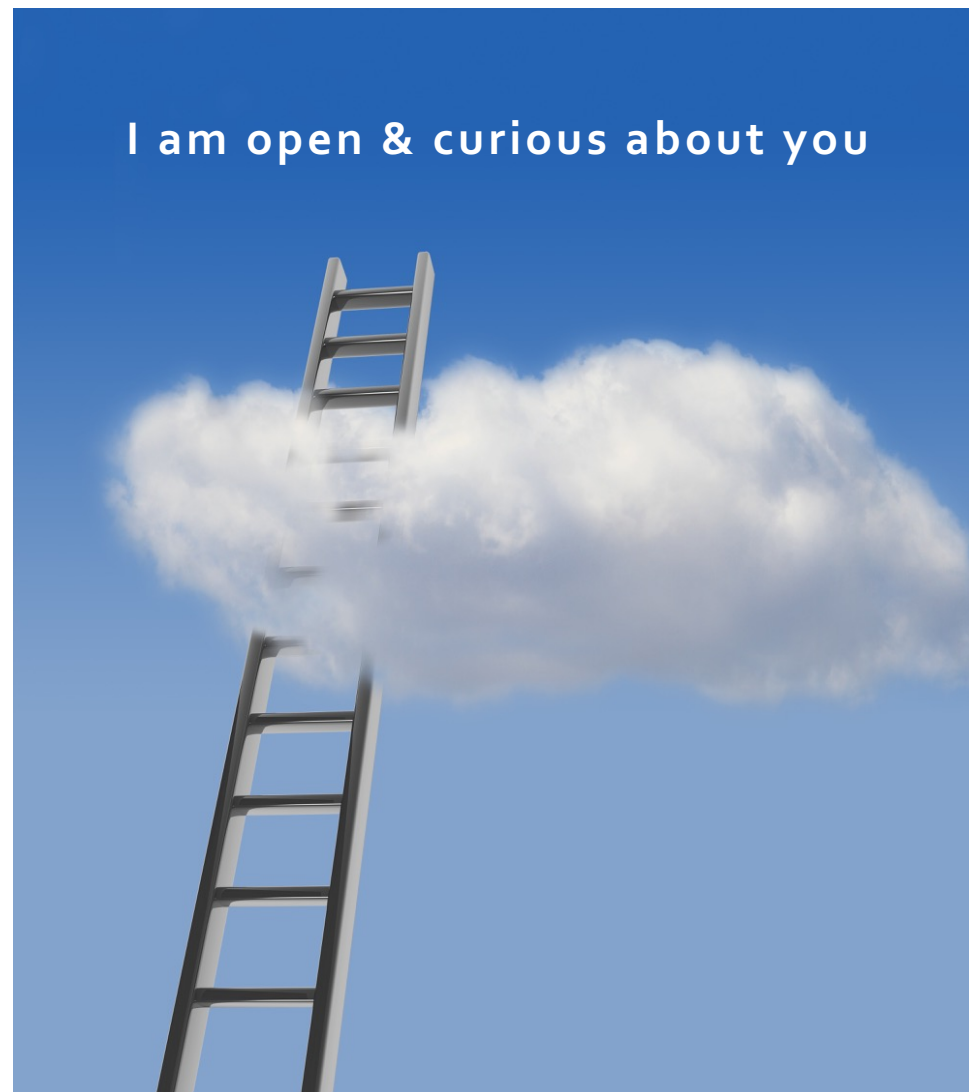


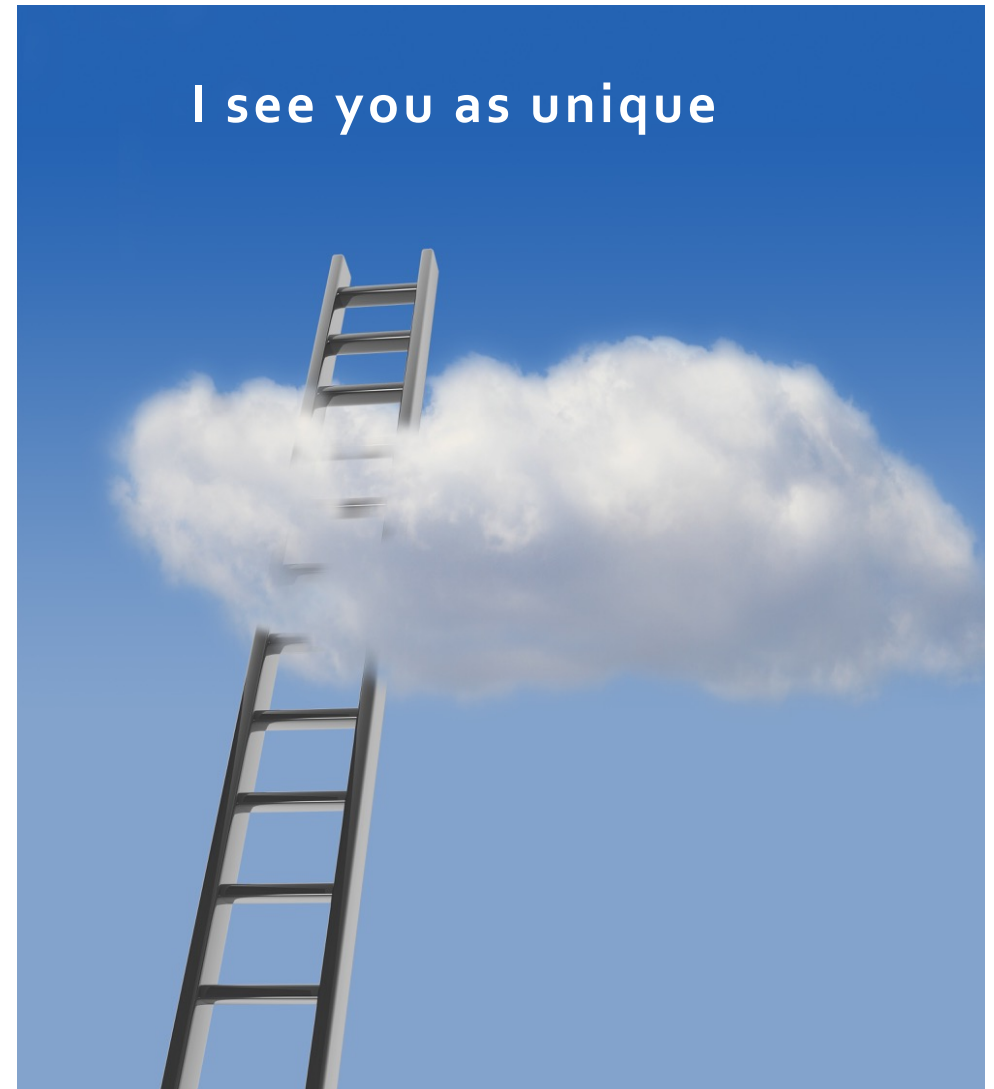
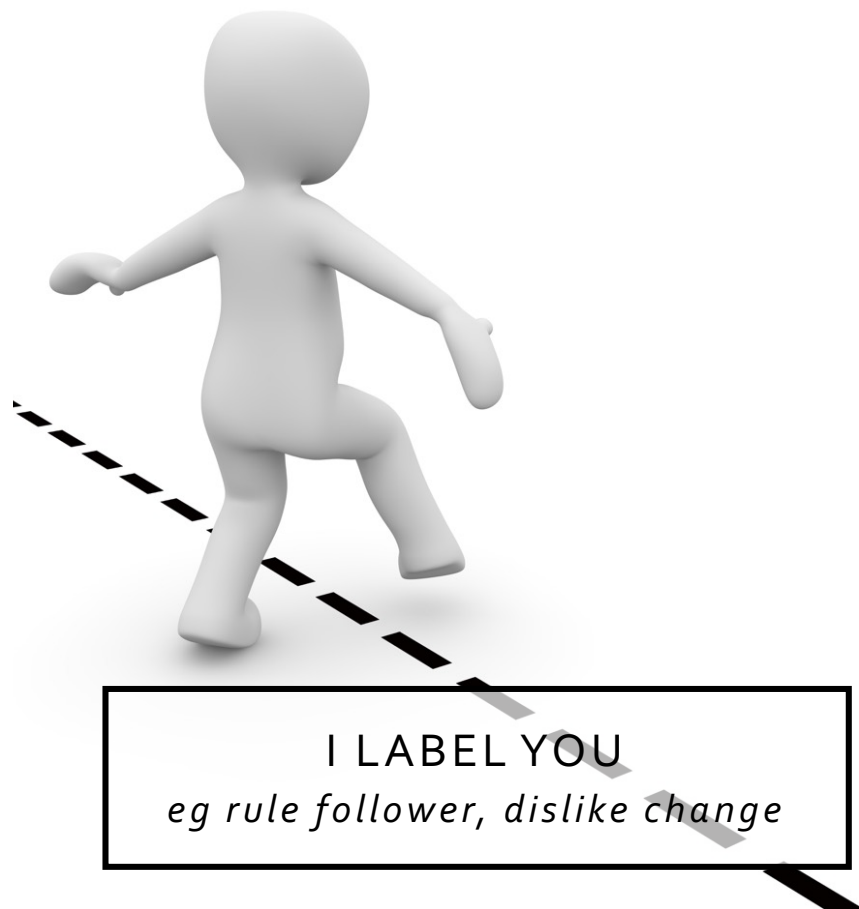




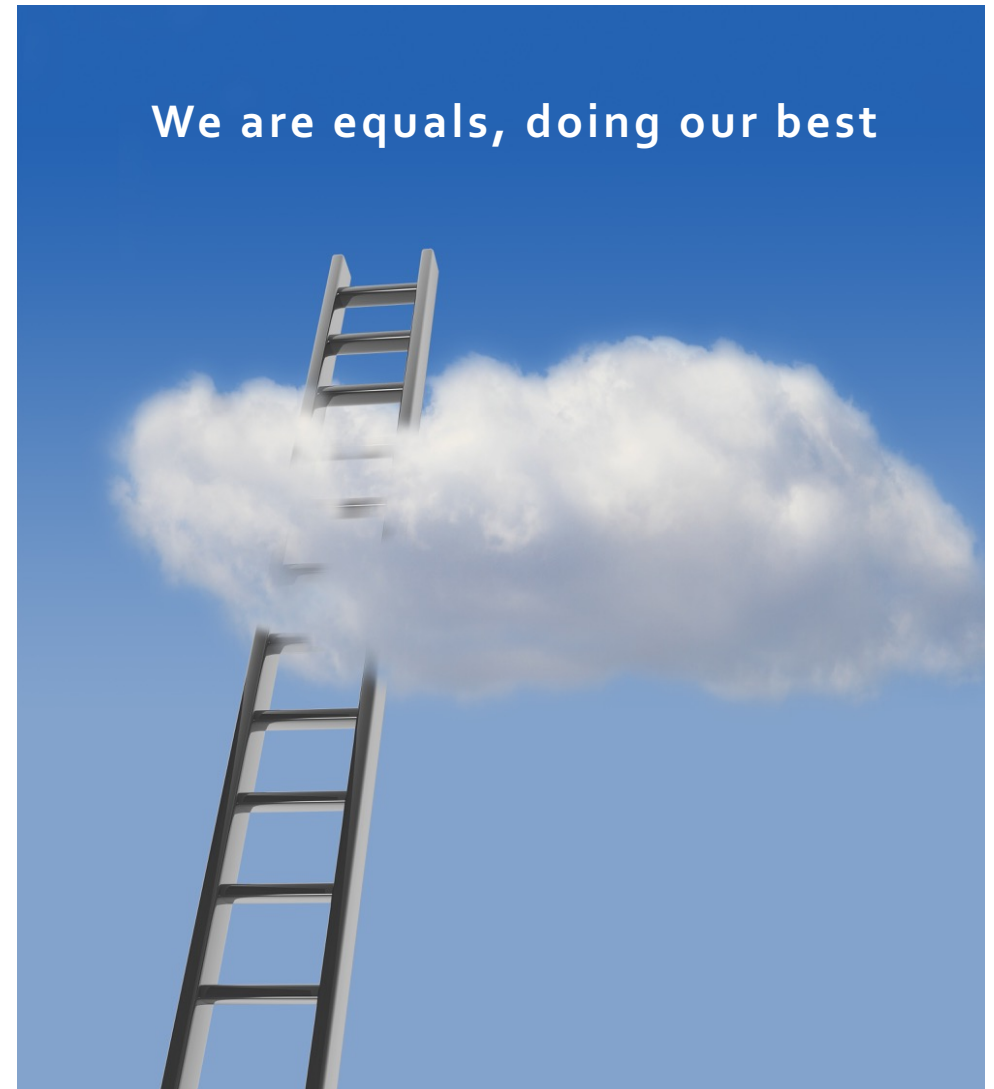


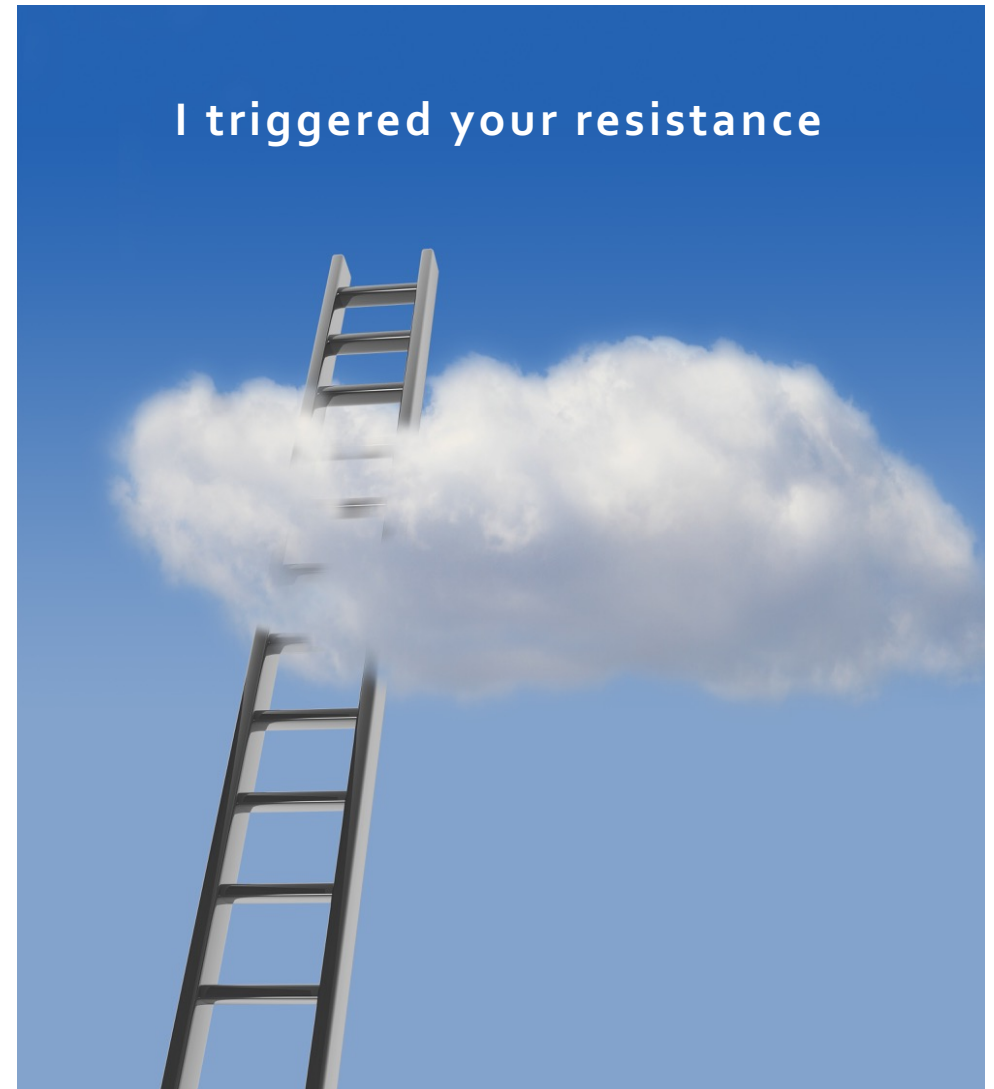


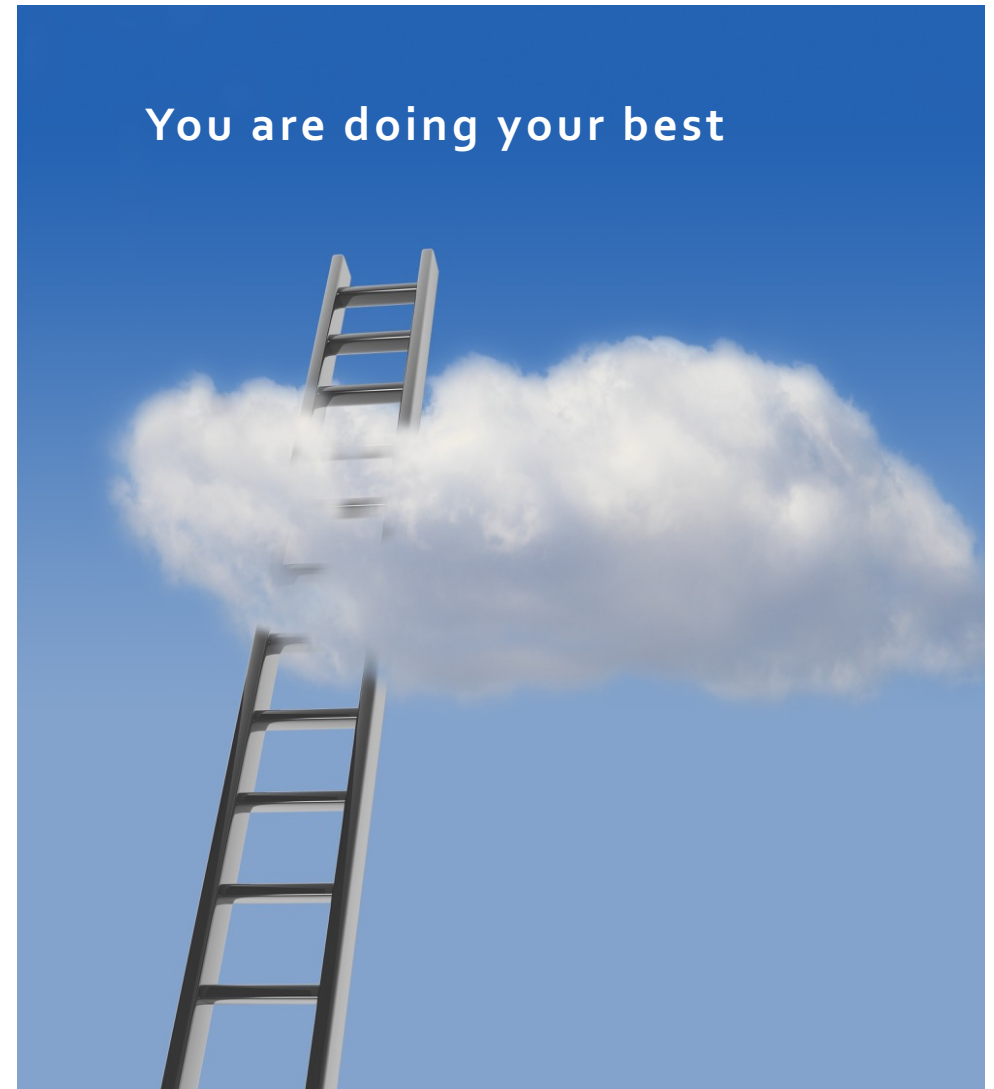


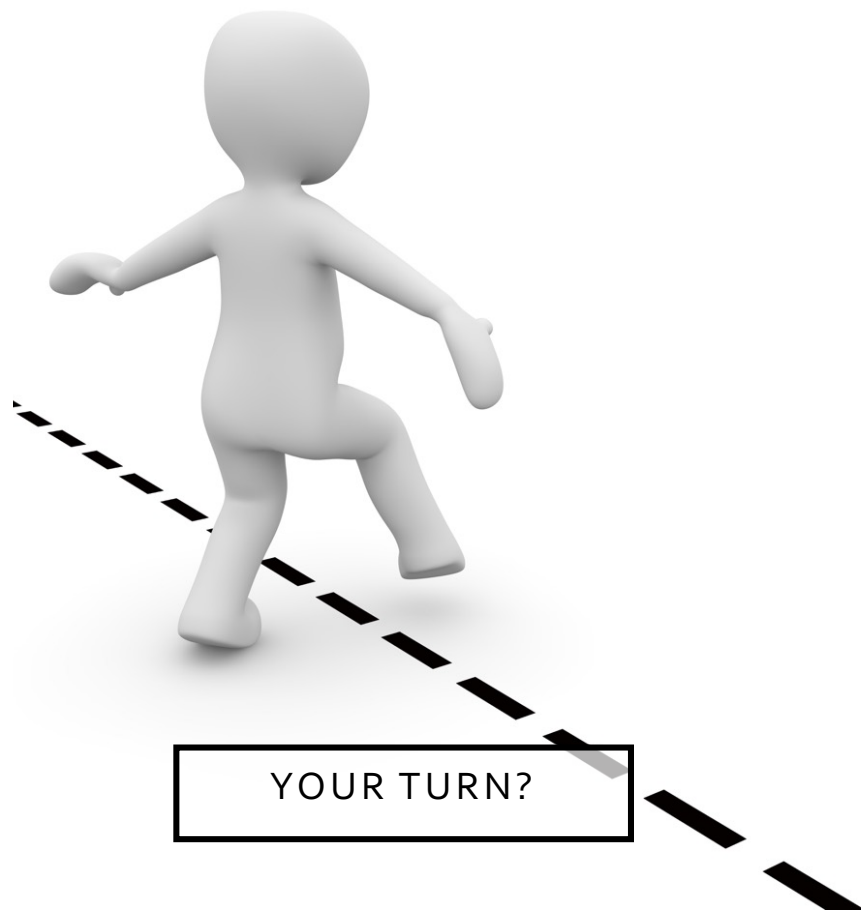
















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