



Peer Learning and Leadership Network

Asset-Based Coaching

Presented by Michele Martin

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Chairperson: Hello and welcome to our webinar. Our meeting will begin shortly.

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Peer Learning and Leadership Network

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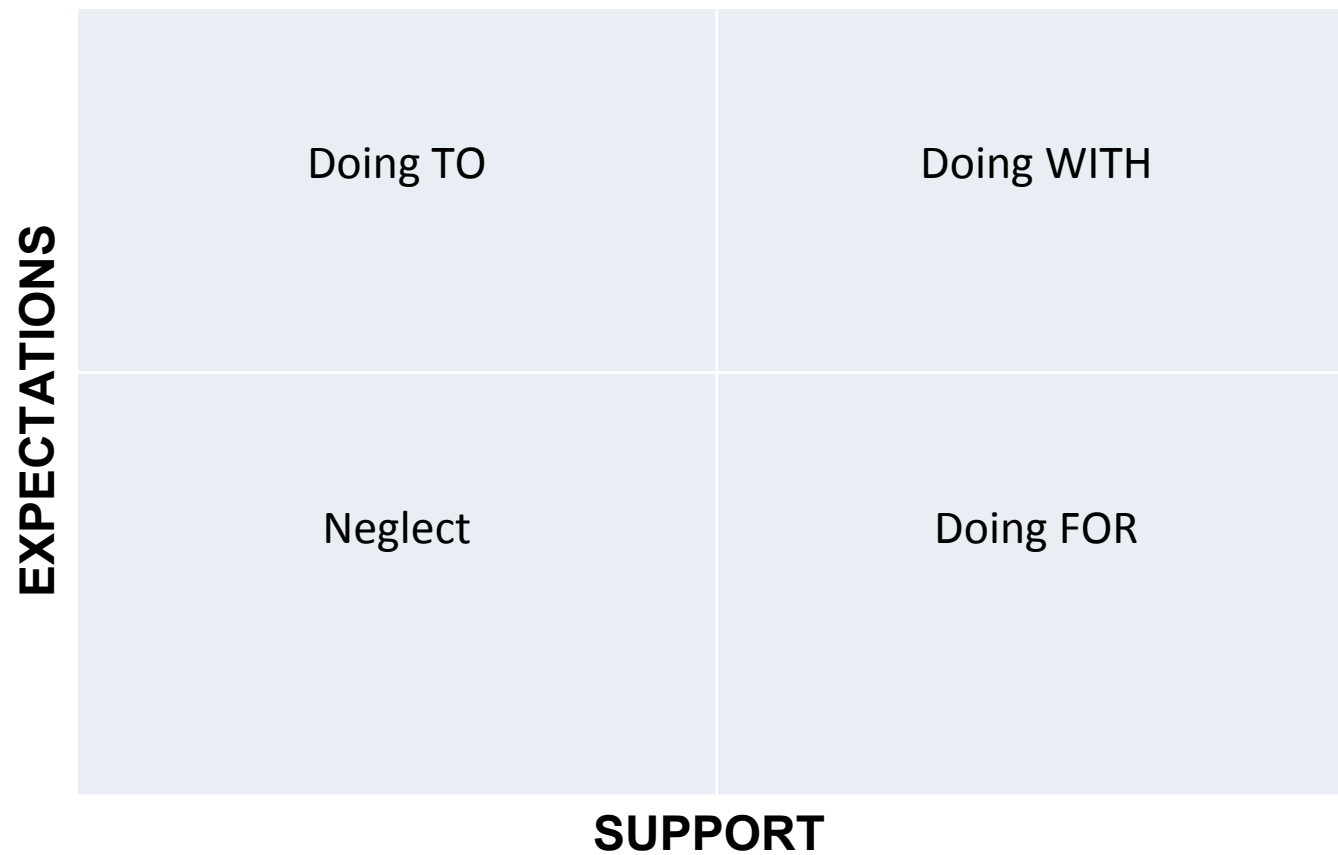
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Agenda

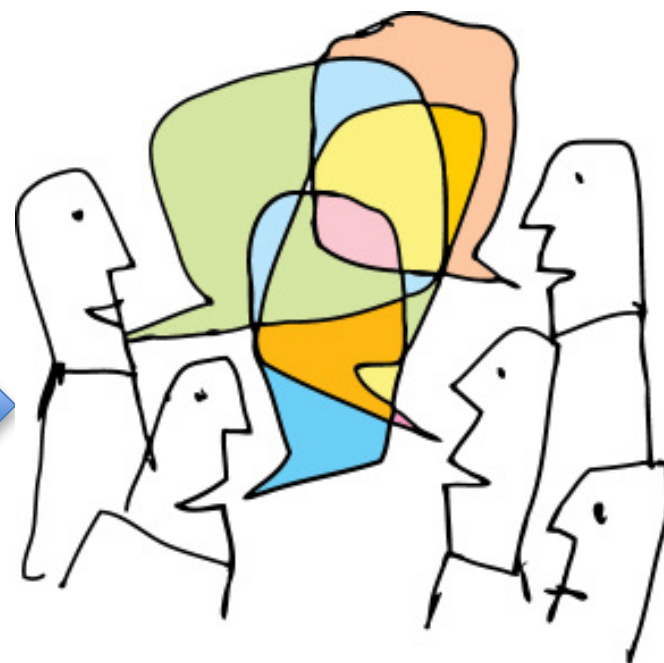
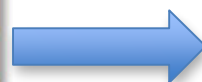
- What is asset-based coaching?
- Why asset-based coaching?
- The practices of asset-based coaching
- Discussion

What is Asset-based Coaching?





- Strengths
- “Positive Core”
- Cultivating growth mindset



Coaching—From Hero to Host

Why Asset-based Coaching?



Your Brain

- Experiences and patterns of thinking “wire” the brain
- Neural plasticity—you CAN teach an old dog new tricks!
- What we focus on, grows

The Traditional Approach

- Case manager as “hero/rescuer”
- Customer as recipient of services—we have outcomes, they are the path to our outcomes.
- Focus on “challenges” and “what’s realistic”
- Doing TO and FOR, rather than doing WITH

Case Manager as Hero

- “I know the answers. Follow me.”
- “I will take care of you.”
- “It feels good to take care of someone. . . until it doesn’t.”
- Reinforces rescuer/victim dynamic.

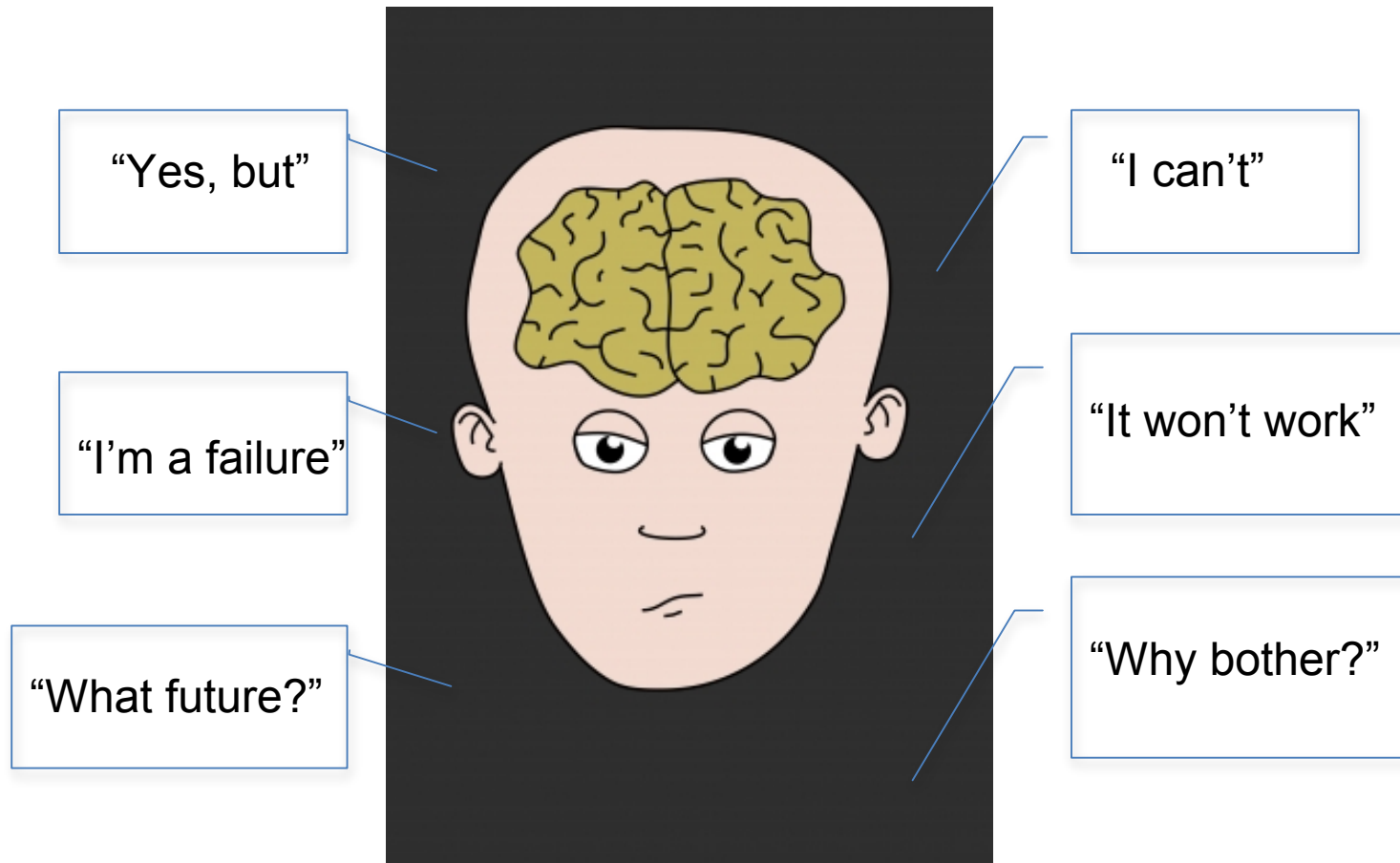


“Realism” vs. “Inspiration”

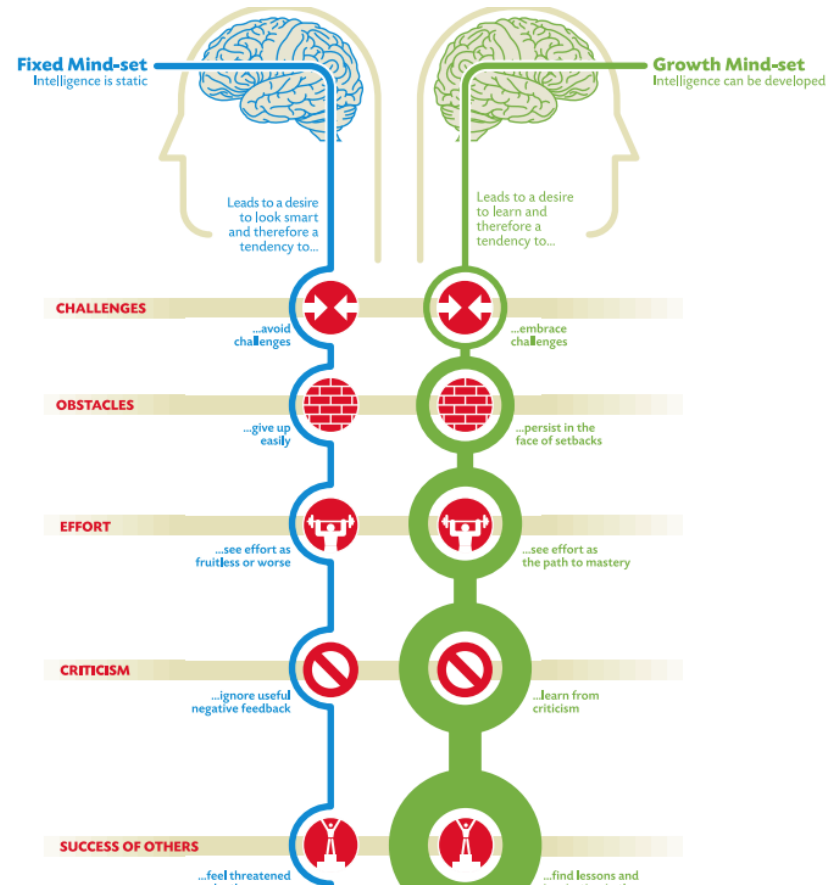
- Challenges
- Weaknesses
- This isn't working/won't work. . .
- What can't I do?
- Opportunities
- Strengths
- This is working/could work. . .
- What can I do?

Reinforces. . .

- Dependence
- Negative thinking
- “Stuckness”
- Low expectations



Your brain on negativity



Carol Dweck—Fixed vs. Growth Mindset

	Fixed mindset	Groeimindset
Belief	Capabilities are primarily seen as inborn talents which are hardly changeable	Capabilities are seen as mutable by effort and effective learning strategies
Tendency	To try to appear as capable as much as possible	To try to learn and improve as much as possible
Challenges	Are avoided because, in case of failure, they can give an impression of lack of talent	Are embraced because you can learn from them and they can lead to growth
View on effort	Is seen as an indication of a lack of talent	Is seen as a normal and necessary step to growth
Response to adversity or failure	Is seen as an indication of a lack of talent, often leads to giving up early	Is seen as an indication that more effort and/or better strategies are needed
Response to criticism	Self-defeating defensiveness: own mistakes are not recognized and admitted	Inquisitive and interested, eager to learn and open to feedback and suggestions
View on success of others	Is seen as a threat because these other people might be viewed as more talented	Is seen as inspirational because lessons can be drawn from it for further learning
Impact on own development	Potential is under-utilized which is seen as a confirmation of one's own fixed mindset	Potential is developed which is a confirmation of one's own growth mindset
Effect on other people	Can impede cooperation, feedback, and growth	Can invite cooperation, feedback and tips and stimulate growth

Table 1. Differences between the fixed mindset and the growth mindset

Preparing for Growth



- Inspiration, not desperation
- “Prime the pump” with positives
- Focus on opportunities, learning, effort
- “Host the space”



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Practices of the Asset-Based Coach



Ask the **Right Questions**

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Negative Questions. . .

- Focus on failure, challenges and what we want “less of”
- De-motivate and drain energy
- Create circular/trapped thinking
- Ask “what isn’t working and how do we fix it?”
- Reinforce “fixed mindset” thinking

Positive Questions. . .

- Inspire & build energy
- Open up possibilities and ideas
- Build on successes
- Ask “what is working,” NOT “what isn’t working?”
- Create opportunities for learning and growth

What You Focus On Grows

- What's wrong here?
- What are the barriers/obstacles?
- What isn't working?
- What weaknesses do I need to overcome?
- What do I need less of?
- What is working/has worked in the past?
- What opportunities do we see?
- What do we want more of?
- What is my positive core that I can build on?

Positive Coaching Questions

- What is working that you can build on?
- How is your life getting better? How can we bring more of that into your experience?
- Think of a similar situation you handled well. What made it a success and how could we bring that learning to this situation?
- What changes could we make, no matter how small, that would make your experience more enjoyable, effective and/or productive?



THINK POSITIVE

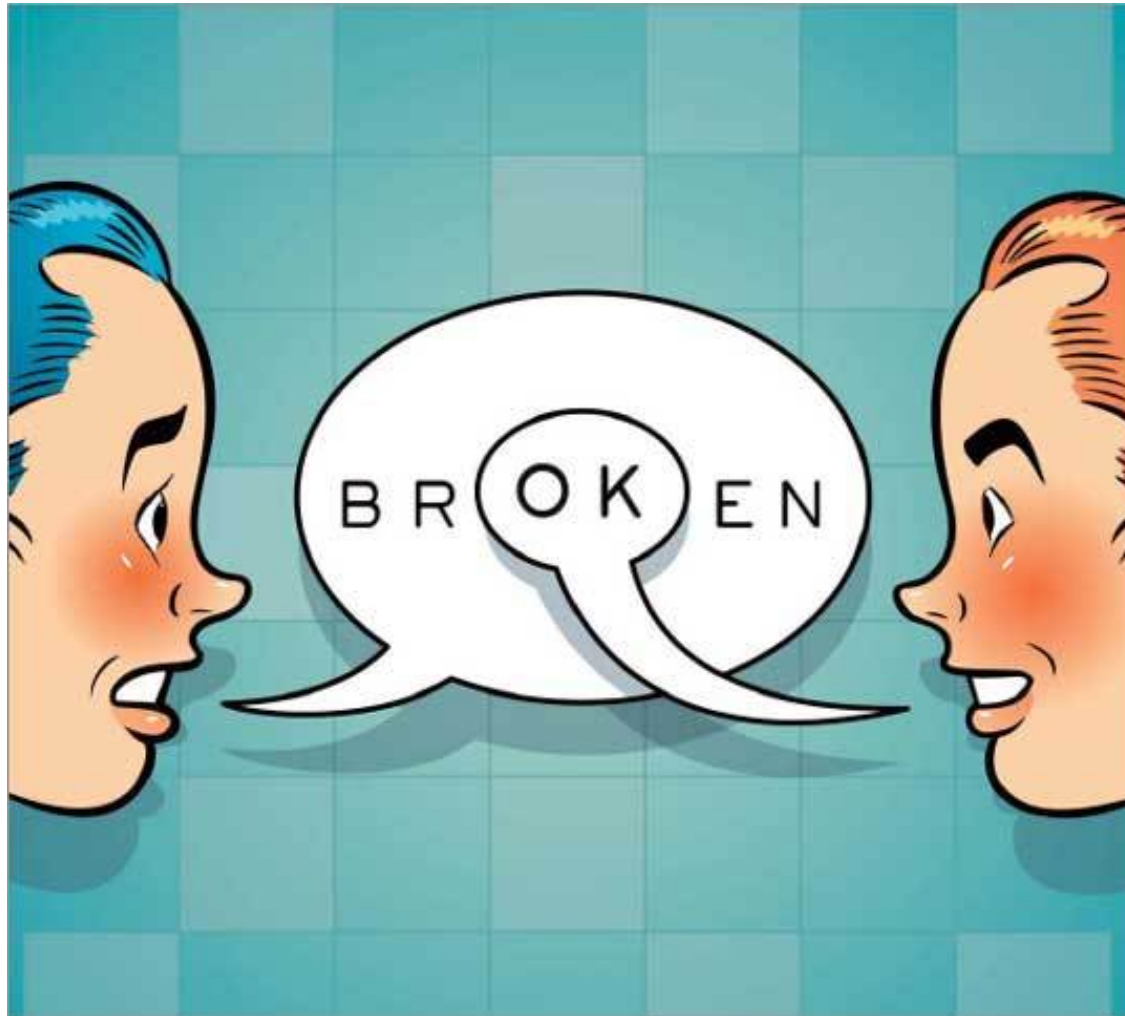
Your life is your garden, your thoughts are the seeds.
If your life isn't awesome, you've been watering the weeds.
~Terry Prince

Envision the Ideal

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Questions for a Positive Future

- “This is my ideal life. . . .”
- What do I want MORE of in my life?
- If success were absolutely guaranteed, what risks would I take?
- What am I excited about in my life right now?
- What am I committed to in my life right now?
- What would a thriving life look like?



Reframe Experiences

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What's the Story?

- “This is a challenge.”
- “This shouldn’t be happening.”
- “I can’t do this.”
- “This is an opportunity.”
- “This should be happening because it’s teaching me something.”
- I can do this—I just need to learn now”

Reframing Questions

- What can I learn from this?
- Who do I know who has handled this well and what can I learn from him/her?
- How will my life be better after I've worked through this?
- What are my greatest strengths and how can I use them to help me work through this?
- What am I excited or curious about in this?
- What am I grateful for in all of this?

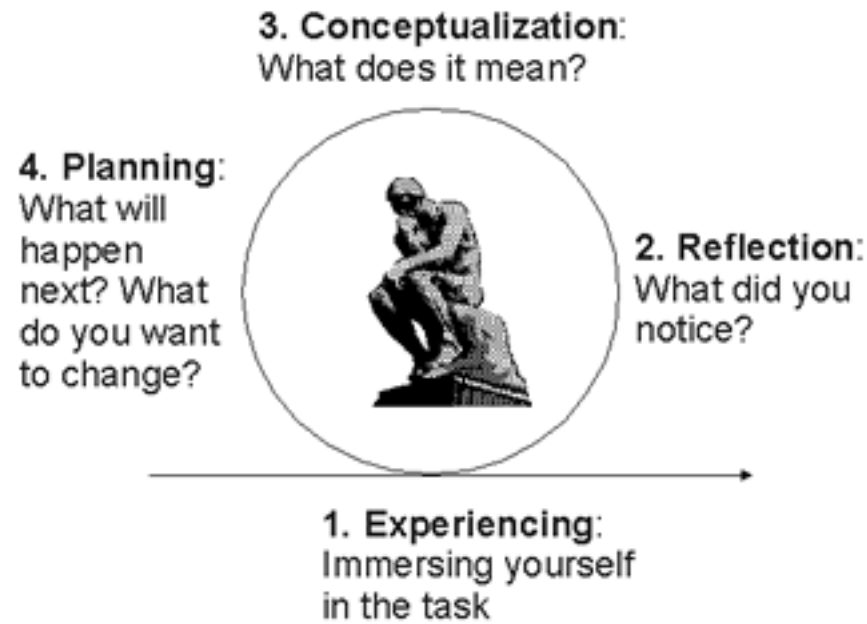


Connect to **Positive Peers**

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Building a Positive Network

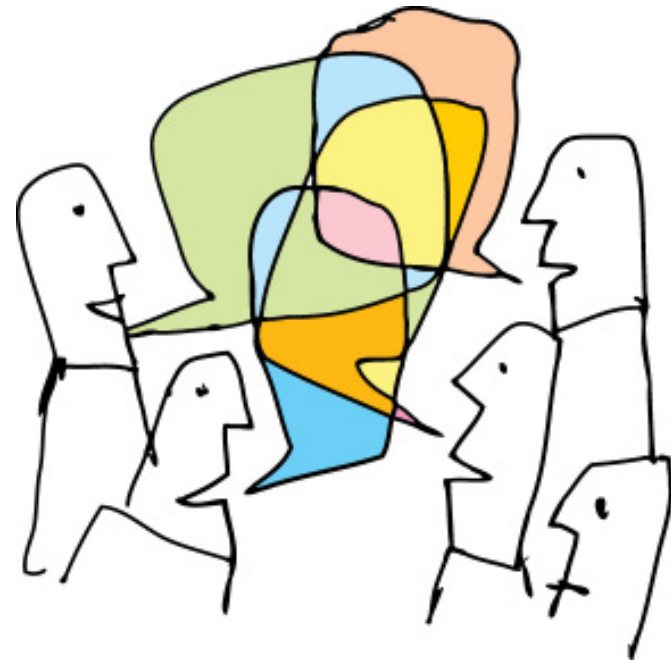
- Follow the energy:
 - Who inspires me?
 - Who supports me?
 - Who challenges me (in good ways)?
 - Who do I feel good with when I'm around them?
- Find new people who support what you want more of.



Facilitate Learning

The Host Mindset

- “We know the answers. Let’s figure it out together.”
- “How can I create the right space?”
- “How can I let go of being the hero?”
- Reinforces dynamic of co-creators.



Questions for Each Stage

- What was the experience?
- What happened during that experience? How did you feel about it?
- What can we learn from that experience?
- How can we use this information going forward?
- What new experiences can we experiment with?



Facilitate Experimentation

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Features of Experiments

- Starts with an **energizing question**— “I’m curious about. . .” or “I want to try. . .”
- It’s a **“try-out”**, not a permanent change.
- You **don’t know the outcome**.
- Approach with a spirit of curiosity and learning— **“What happens if. . .?”**

Coaching for Experimentation

- What could you try, no matter how small, to get you closer to your vision?
- How could you use your positive core here?
- How can you expand on that?
- Who is doing something you'd like to do? How could you experiment with trying that?
- How can you get MORE of what you want?



Cultivate **Positive Habits**

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Exercises

- Daily-- “What’s Working & how do I build on this?”
- Weekly Visioning— “My ideal life . . .”
- Weekly Assessment:
 - What is working?
 - What was particularly successful this week? How can I apply this going forward?
 - What am I learning? Who can I learn from?



“Physician Heal Thyself”

How Can You Model?

- How can you use positive questions on yourself?
- What positive work future do you want to envision?
- How can you reframe your own experiences?
- How can you connect to positive peers?
- How can you facilitate your own learning and experiments?
- What habits can you build for yourself?

Let's Summarize!

- Ask positive questions.
- Envision the ideal.
- Reframe experiences.
- Connect to positive peers.
- Facilitate learning.
- Facilitate experimentation.
- Cultivate positive habits.
- Model new behaviors



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