

SURFACE TO SOUL

Live Well | Lead Well | Coach Well

Create New Awareness | Name Limiting Beliefs

Creating new awareness is like raising the blinds and letting in the light of additional information, perspective, and intention. New awareness is fostered when:

- Curiosity is encouraged.
- Clarifying questions are raised.
- Beliefs and assumptions are articulated and verified.
- You intentionally consider a different perspective.
- You are open to other ways of viewing and interpreting the same situation.

HOW DOES THE COACH FACILITATE NEW AWARENESS?

- **Contextual listening.** The coach considers and explores the various contexts of the person being coached (e.g. the bigger picture, the total person, previous experiences, and the values of the person).
- **Missing pieces.** The coach helps individuals and groups see and say what they can't quite see or say. Because the coach is listening on multiple levels, the coach hears underlying values, motivation, greatness, frustration, etc. Simply being a mirror and holding up for the other what we're observing creates new awareness.
- **Drilling down.** Like layers of an onion, the coaching process peels away the layers and gets to the core issues.
- **Listening for clues.** A coachee is always offering clues about themselves. R.D. Lang wrote, "The range of what we think and do is limited by what we fail to notice. And because we fail to notice that we fail to notice, there is little we can do to change; until we notice how failing to notice shapes our thoughts and deeds."

HERE ARE SOME POWERFUL QUESTIONS THAT WILL UNCOVER IMPORTANT CLUES:

- What kind of problems and crises do you keep attracting?
- What do you keep doing that limits your success?
- What thoughts are repeatedly playing in your head?

ELIMINATING LIMITING BELIEFS AND FALSE ASSUMPTIONS

One of the most powerful ways of creating awareness in a coaching relationship is to help the coachee identify and transform their limiting beliefs and false assumptions. Statements that often reflect limiting beliefs include:

- I need to be the one who has the answers.
- I have no choice. I have no power.
- Change is always difficult.
- It isn't possible.
- What doesn't kill you makes you stronger.
- My job is to make people happy.

List three of your limiting beliefs:

1. _____
2. _____
3. _____

List three of your false assumptions:

1. _____
2. _____
3. _____



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