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PowerShifts Assessment Tool
Coaching Guide

The Institute of Transformational and Transpersonal Coaching
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PowerShift Coaching Guide

The purpose of this guide to support you in using the PowerShift Assessment as a learning aid and goal-setting tool for you and your client. Using this tool, you can discover your client's worldview and beliefs, mindset, and personality traits. This is not a diagnostic tool of mental health disorders, codependency, narcissism, or any other personality trait or disorder. Each category represents a cluster of ways of being in the world that express similar beliefs.

The information at the bottom of each page is a list of potential areas of skill development clients may need to master to support their ability to get what they want and sustain those results. There will be some overlap of potential developmental opportunities between categories. The blue sidebar lists the benefits clients can expect as they commit to a long-term program of development.

The work we provide clients is not "self-help," but self-development based on their choices of what they value, want, and decide to focus on. We are not fixing broken people. We are strengthening their ability to get and keep what they want.

By completing this assessment, your client will develop more clarity about what is draining their inner power and give the client and yourself ideas about development and skill-building that would best serve clients in attaining their goals.

Discover what actions, practices, and shifts in belief need to happen to create new states of empowerment for each category, including co-creating homework assignments, noticing practices, and action shifts with your client.

Using the somatic techniques taught in Module 6 of the ITTC full curriculum is especially helpful in finding and repatterning the disempowering and protective mechanisms stuck in the subconscious mind.

Remember, if you discover big T trauma, do not let the client tell you about the trauma in detail as it may trigger them into a potential PTSD episode. It can happen in a coaching session that you find a disempowered part of the client that was caused by a trauma they have never shared with anyone. If the client trusts you and feels safe with you, they may want to share the details of the experience with you. If you are not a trained trauma therapist, you may not be able to support them and cause more harm if they get triggered and are not in therapy to receive the proper support.

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If a client wants to tell you about a traumatic event they have not had therapy to heal, it is your responsibility to tell clients you care deeply about them, but you don't have the training (unless you do) to help them safely process the trauma. Because you care about them, you could say something like, "I am so sorry that happened to you. "Because I care about you and want to protect you, I am going to refer you to a therapist. I do not have the training to give you the support you deserve. I have the names and contact information for a few therapists that I trust that may be able to support you in healing and growing through this."

It is best practice to check in with your client within 24 hrs to see if they called any of the therapists and check in on them to see if they need potential emergency care.

All good coaches should always have contact information for trusted therapists! If you are a therapist that has moved into the coaching field, you can ask your client if they want to work with you on this, but you must first say, "This is not coaching," anytime you shift into trauma or any other therapeutic work.

More detailed information about using this tool will be taught in Module 6 of the ITTC Certified Transformational Transpersonal Coaching Master Course. For more information, please go to www.ittccoachtraining.com or call 806.928-7242

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How to Use This Guide

Use the REFLECTION Section to:

- Listen for the process the client might be stuck in
- Listen for the context the client is speaking from and for the context shift necessary to shift
- Clues as to what questions to ask to help the client gain clarity, shift, and desired action

Use the ROLE OF THE COACH Section to understand and identify the most empowering focus and actions to take as a coach to support your client's ability to take sustainable action.

Use the POTENTIAL DEVELOPMENTAL OPPORTUNITIES to:

- Listen for any gaps in the client's emotional and mental strength and ask questions to address the issue: i.e.,
 - "If you rated yourself on a scale of self-reliability from 1 to 10, 1 being the lowest, and 10 being the highest when you are not triggered by _____ (the category), what would you rate yourself?"
 - "How would you rate yourself when you are triggered by _____?"
 - "What strengths do you have when you are at a ____ (the rate when they are not triggered)?"
 - "How could you apply those strengths when you are?"
 - "What do you think would shift for you if you could do that?"
 - "Is this something you could start practicing?"
 - "What do you need to help remind you to practice that?"

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Category 1 Do you waste time feeling sorry for yourself?

Category 9 Do you resent or feel jealous of other people's success?

Category 12 Do you feel the world owes you something?

Reflection

Clients stuck in a state of self-pity and bitterness may have faced major disappointments and setbacks, had an unsupportive family as a child, or faced hardships such as poverty, loss, and grief. They may also be holding unprocessed subconscious guilt and shame. It is not uncommon for clients to have been cut off from an experience of joy for a long time. They may be taking action from a survival mindset and are stuck in defeat. People stuck in this state often feel unseen, unheard, and unsupported. Learning to accept responsibility where they have control and holding themselves accountable for developing and practicing their own gifts, skills, and talents. As opposed to focusing on others, it will support the development of self-confidence and self-reliability. Clients that have high scores in this area may have unprocessed trauma.

The Role of the Coach

Demonstrating compassion and empathy is important when working with someone stuck in the above-mentioned states. But more importantly is your ability to support the client to begin experiencing small successes that create a new foundation, a new narrative, for self-respect, self-worth, and empowered action. Your primary function is to support clients in discovering what they are responsible for, who and what they may need to accept and forgive, and which actions would support their liberation from the above-mentioned dilemmas.

Potential Developmental Opportunities

- Acceptance
- Self-Reliability
- Resiliency
- Accountability
- Self-Confidence
- Balanced Responsibility

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Category 2 - Do you give away your power?

Category 4 -Do you waste energy on things you can't control?

Category 5 - Do you worry about pleasing others?

Reflection:

Clients experiencing the above dilemmas may be in the pre-contemplative stage of change and unsure if they need to change. But what if they know it would be in their best interest but still can't seem to make the necessary changes to get what they want? They may face anxiety when making changes and attempt to deceive themselves that things are not bad enough to change, and a host of other "good reasons." Remember that we all have "good reasons," no excuses. The term "excuses" is a judgment statement that does not allow for the development of understanding and clarity, which is needed for sustainable change. When we support our clients in discovering the good reason they can't be with what it takes to change, we reduce the resistance to change, which is necessary for self-mastery. The more we can reduce the resistance to adopting new beliefs and worldviews, the quicker our clients are released from suffering the effects of their resistance.

The Role of the Coach

The main developmental needs are learning how to be with change and discovering what disempowered beliefs and worldviews support their avoidance of change. The development of resiliency will support clients in being with change effectively, whether we are dealing with a change they want to initiate or being forced upon them. Be aware that working with clients who shy away from change may be working with a client who may have unprocessed big T trauma. The themes you will likely be working on shifting are survivor vs. victim, open-minded vs. close-minded, willing vs. protective, and flexible vs. rigid mindsets.

Potential Developmental Opportunities

- Self-Awareness and Self-Regulation
- Self- Trust
- Respect for Self and Others
- Courage, Willingness, Decisiveness
- Situation Awareness
- Strong supportive social connections and internal and external resources
- Resiliency and Flexibility
- Understanding what you can and cannot control
- Foresight, Wisdom

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Category 3 - Do you shy away from change?

Category 6 - Do you have a fear of or a strong dislike for taking calculated risks?

Category 8 - Do you make the same mistakes over and over?

Category 10 - Do you give up after failure?

Reflection

Clients in these categories are focused on creating safety through avoidance. Even if they are in pain, they make the same decisions over and over because the pain they are in is believed to be (usually a subconscious underlying automatic belief) less painful than taking action or making changes.

The Role of the Coach

Go back to past situations to help the client dissect what they learned from the past and discover what choices they made because of it. What became true in the past that is not true right now? What is possible now if they shift? Values coaching is helpful here, as well as small-step action planning. Helping clients identify and take action that develops both their internal and external resources is vital. Also, discover who the client has in their life that can be a supportive change partner when they begin to give in.

Potential Developmental Opportunities

- Courage
- Decisiveness
- Self-Awareness
- Trust
- Self-Regulation
- Trauma Release
- Foresight
- Wisdom
- Resources, Internal and External

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Category 7 - Do you dwell on the past?

Category 11 - Do you fear alone time?

Category 13 - Do you expect immediate results?

Reflection

Each of these categories are signs the client is making decisions based on fear. A dwelling in the past is potentially indicative of a loss of hope for the future, regret, shame, and guilt. Fearing alone time may indicate a fear of a lack of resources, (ie, I don't want to die alone), not liking their own company, (uncomfortable with themselves) or afraid it means others don't like them. Underneath expecting immediate results is a fear of not achieving their goals and not having the ability to stick to their goals. They goal chase from one goal to the next without savouring the joy of accomplishing.

The Role of the Coach

Coaches can help clients practice the "Being With Practice" to help clients develop the resiliency to withstand the inherent nature of challenges. This process develops an, "I can handle this" attitude and contributes to the willingness to change.

Potential Developmental Opportunities

- Inner Security
- Resources, Inner and External
- Willingness to Change
- Courage
- Processing Grief
- Self-Love
- Hope
- Resiliency