



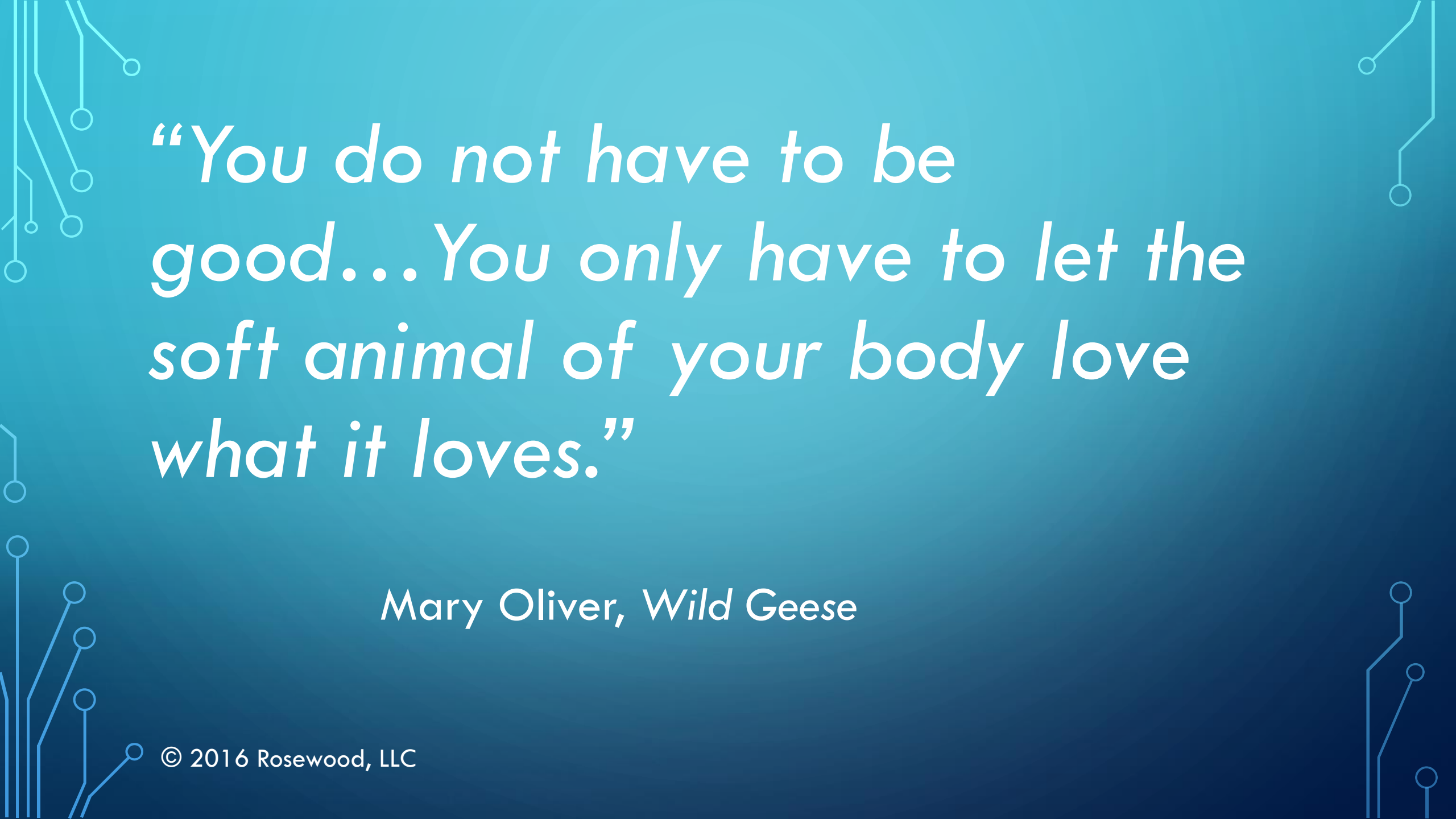
CHANGE YOUR BELIEFS,
CHANGE YOUR PRESENCE

2016 CAPITAL COACHES CONFERENCE

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The background is a solid teal color. In the corners, there are decorative white line-art patterns resembling circuit boards or neural networks, with lines connecting to small circles.

“You do not have to be good... You only have to let the soft animal of your body love what it loves.”

Mary Oliver, Wild Geese

As coaches....

- *In order to help our clients identify limiting beliefs that hamper their effectiveness, we need to work on our own.*

The context...Three common limiting beliefs held by managers

- I'm supposed to be the expert
- I'm responsible for everything that happens with my team
- Emotions don't belong at the workplace

As coaches...

- *How do we hold these beliefs for ourselves?*
- *What is the impact of that?*

“I’m supposed to be the expert”

- What am I like when I show up as the expert?
- What feelings are driving my need to show my expertise?
- How does this affect how I show up as a coach? My coaching presence?
- How does it affect my client and our relationship?
- What does being the expert get me? Payoffs?
- What does it cost me?
- What might be different if I shifted my beliefs about being the expert?

“I’m responsible for the outcome of my coaching”

- How responsible do I feel for the results of the coaching I do?
- How responsible *should* I feel?
- What’s the impact of my taking responsibility for coaching outcomes?
- How does it affect how I show up in the work?
- What’s the impact on my client and our relationship?
- What might be different if I shifted my beliefs about my responsibility for producing coaching results?

“I shouldn’t be too emotionally connected to my clients”

- How do I hold my emotional connection to my clients?
- What beliefs am I carrying about this?
- What is the impact of these beliefs on how I show up as a coach? On how I relate to my clients?
- How do I respond to my clients’ expression of emotion? Do I encourage it? Shut it down? What’s driving that?
- What might be different if I shifted how I hold my emotional connection to my clients?



What other limiting beliefs am I carrying?

How can I move beyond them?



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