Being Coachable in the 21st Century (ShiftCamp 2024-2025)

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- **Life Meaning & Purpose**
  - **Cultivating meaning & purpose in the workplace ==> It helps the intentional reality of human.**
  - **Life and business mirror each other.**
  - **Shifting toward purpose and meaning in workplace, results in enhancement in production.**
- **Coaching Persona**
  - **Skill of coach-ability**
    - The need and opportunities for coaching is increasing.
    - We should look for coach-ability in the general people.
    - Being coachable is one of the most important skill in the 21st century.
    - The more purpose-driven the world becomes, the more there is need for coaches. — We should explore what we want to add to the world.
    - Companies are tending to prevent hiring people that do not educate themselves in terms of coach-ability.
    - It will be costly to not follow the world when the person is not coachable.
  - **Being coachable**
    - ★ **Coaches should take the responsibility to show:**
      - **good model of choachability**
      - **how to educate yourself**
    - Coaches also need to present as a normal person who needs coaching when life is messy.
    - Some coaches might find themselves struggling when it comes to revealing their true self. — A successful coach!
    - ★ **We should be modeling what it is to be coachable.**
    - A coach needs a coachable client. — But who is responsible for educating them to be coachable? - "The coach!"
    - **Idea: 1 workshop per year to show how it is like to be coachable.**
      - People would come together to learn more about how to educate and model being coachable.
      - Spread the importance of being coachable.
      - One way to open coaches to be coachable.
    - Being coachable is not something new.
- **Coachablity**
  - ★ **Willing and able to partner**
    - Equal - real partners — Coach-ability = willingness and desire to partner with another person at an adequate level (semi-equal manner). — One more step is to the willingness and desire to work.
    - Understand coaching — Partnering also mean that the client should have a basic knowledge of what coaching is. — This needs a certain level of self-awareness.
    - Mentally self-aware — Some people show satisfaction toward coaching dialouges, but do not want to dig down in their personal experiences and life like traumas, self-judgements, etc.
  - ★ **Willing and able to do the work**
    - Take action — It takes consistent actions toward coaching even when it's not comfortable.
    - Explore accountability — It needs the accountability to explore when a client is responsible and following and when they are not.
    - Take risks — It might need to take small to medium sized risks.
      - It's a risk to open up.
      - It's a risk to look at ourselves very carefully.
    - Face emotions / discuss — The ability to take action needs facing and discussing emotions.
    - Fail — It needs to be willing to fail, even if it's multiple times.
    - Succeed — It needs to be willing to succeed. — Because the person has greater responsibility.
    - Are able willing and able to do the work? — ★ **Are you wiling and able to dream the greater good and express it?**
  - **Invested in growth and improvement** — Have desires, even if vague — It needs to be invested in growth statement.
  - **Uncoachable**
    - There are lots of people who are not able to do the work based on a number of reasons, e.g. financial issues, belief systems, etc.
    - Uninterested - no dream or dreams controlling others — If the person does not want coaching in actions or has a desire to control others is not coachable. — The dream is not personal.
    - Unwilling - talk / share / truth tell
      - Self-judgement is preventing.
      - Telling the truth is significant in coaching.
    - Unable - medically / mentally
    - Not a permanent condition - could be coachable later.
  - **Difference between being coachable and being overly dependent on external guidance**
    - PDD — Pause, Discuss, Discovery / Decide
    - Discuss directly and openly with the client
- **Marketable Coachability**
  - **Business**
    - Why is it so important to be coachable in your career?
    - Benefits
      - Adaptability in a rapidly changing world
      - Lifelong learning as a necessity
      - Collaboration and teamwork
      - Benefits are cross-sectional
  - **Relationships**
    - Cultivate healthy relationships
    - Better connection to self

by Elham Akhlaghi Manesh