



## See the Higher Self (Coach to Assets)

**WHAT:** See the Higher Self

**WHY:** To identify assets and strengths that can be leveraged in other situations

**HOW:** Coach to Assets

### Begin with Self

*Before your session:*

- Imagine the person at moments when you saw or heard her succeeding.
- Inhale *listen* / exhale *compassion*.

### With Leader

- Inhale 4-counts / Exhale 8-counts
- Ask leader to set intention: (A) “What do you need more of?” (example: peace/compassion/patience); (B) “What do you want to infuse your school community with?” (example: joy/peace/love)
- Inhale [A] / Exhale [B]

### Ask Assets-Based Questions

- “What success, big or small, have you recently had?” Or, narrow the frame to an area of development.
- “What did you do to make this happen?”

### Honor Story (Listen) / Capture Strengths

- As the leader tells her story, write present-imperative verbs/phrases that capture strengths.

### Imbue Her with Her Own Intelligence (Help Her Connect the Dots)

- Read the list of strengths to the colleague, asking after each, “Is it clear to you how I got this word or phrase?”

### Shift to Address a Challenge

- “What’s the challenge you want to focus on?”

### Leverage and Imbue

- “Which of these strengths, or other strengths, can you leverage to address this challenge?”

### Practice (if applicable)

- Practice conversation/meeting/lesson plan/PD using identified strengths

### Close

- Identify next steps
- Ask: “What’s clearer to you now?” Or: “What leadership lesson have you learned today?”
- Ask: “Did we meet your intention?”

### Send Notes and Attach Resources

#### Potential Traps

- Spending too much time capturing strengths
- Making the strengths too specific to one situation
- Naming the leader’s strengths for her
- Not noticing and/or not interrupting deficit-based language in the leader’s description of success.