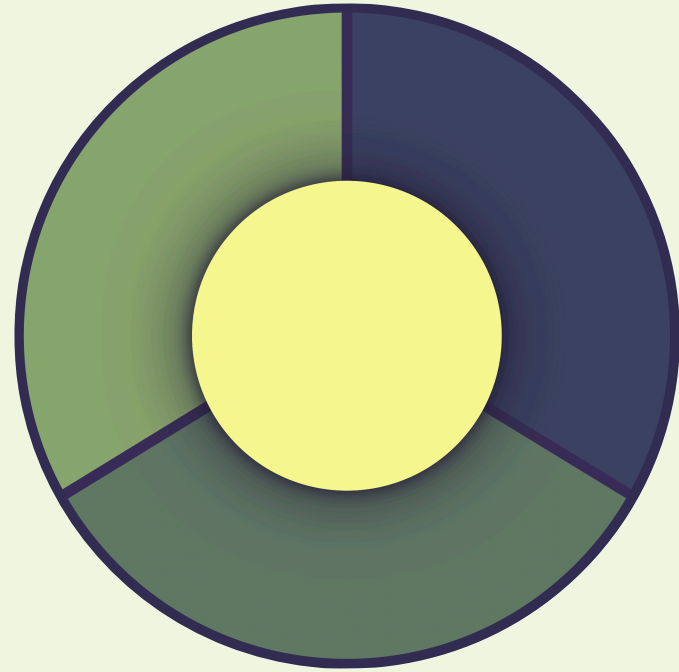
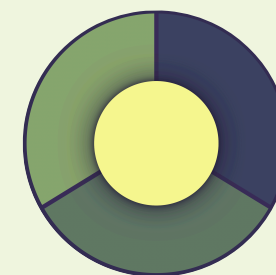


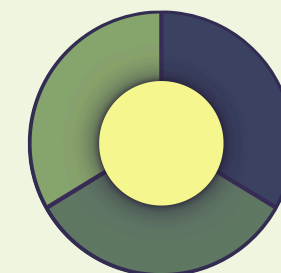
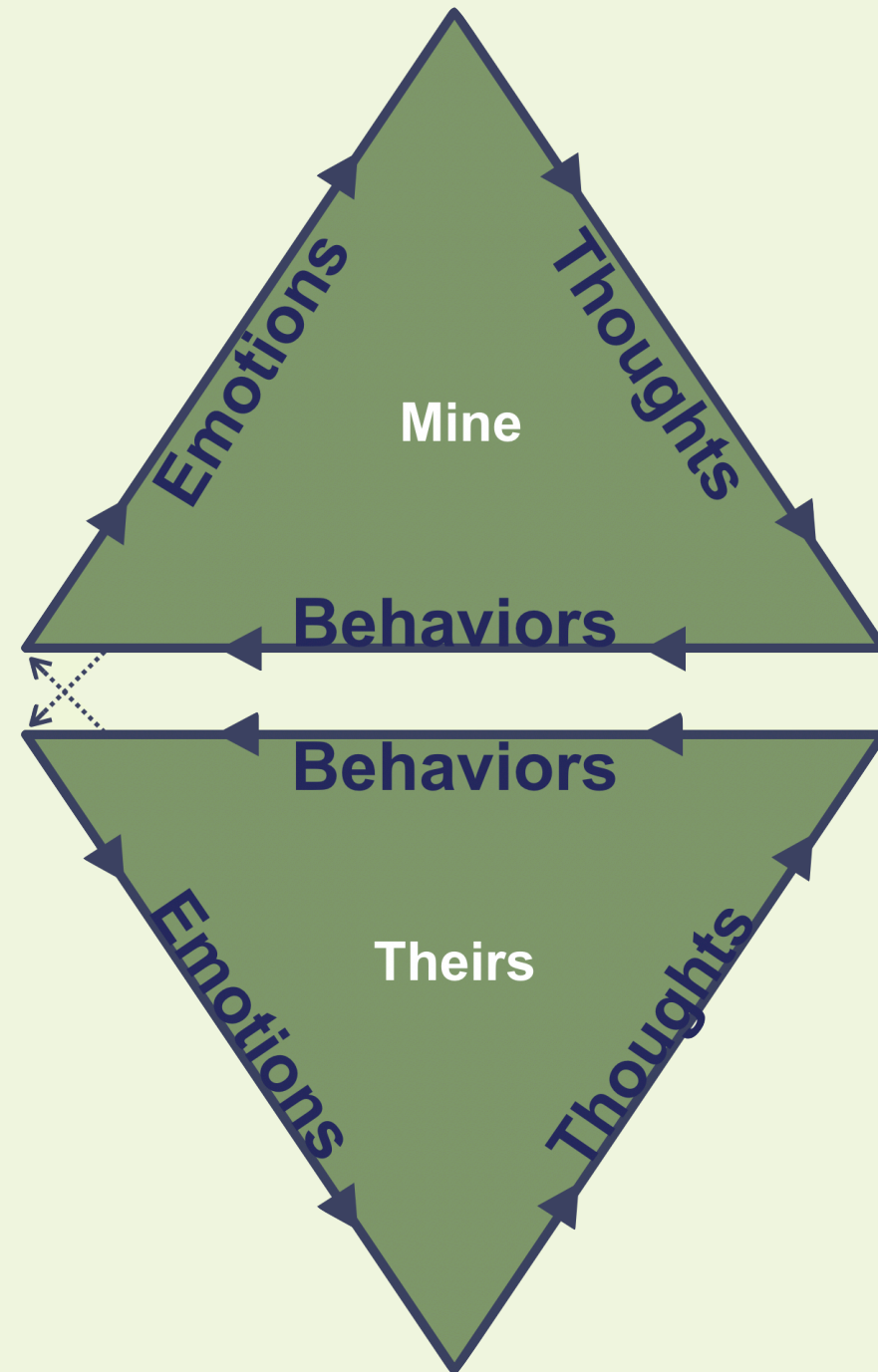
# Corporate Sponsored Coach Training



# Cognitive Behavioral Coaching Psychological Safety Cycle

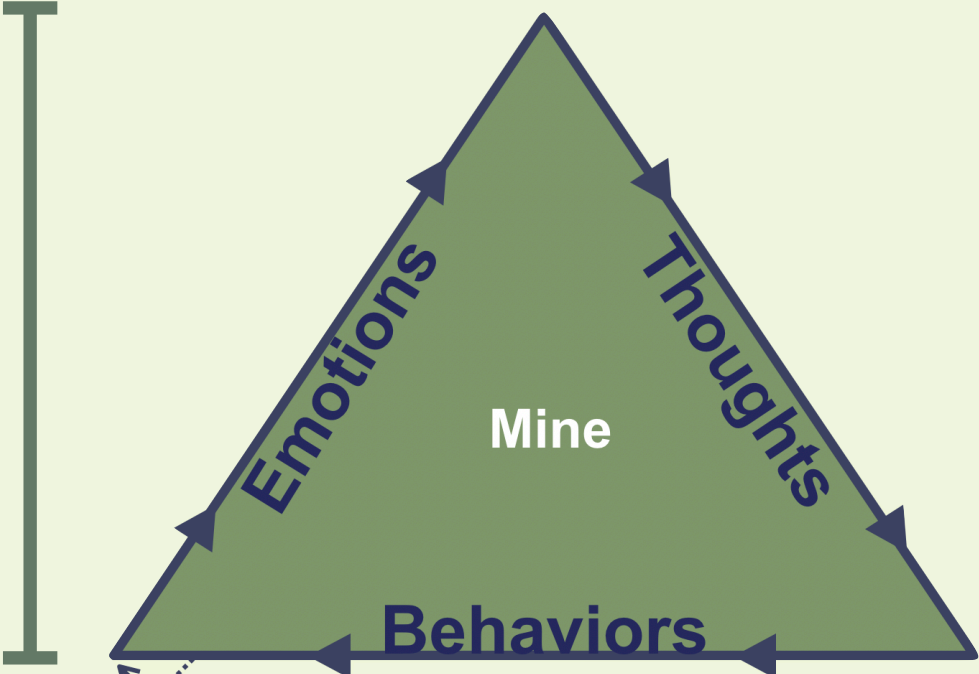


# Psychological Safety Cycle

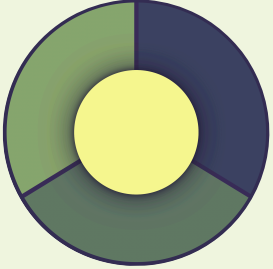
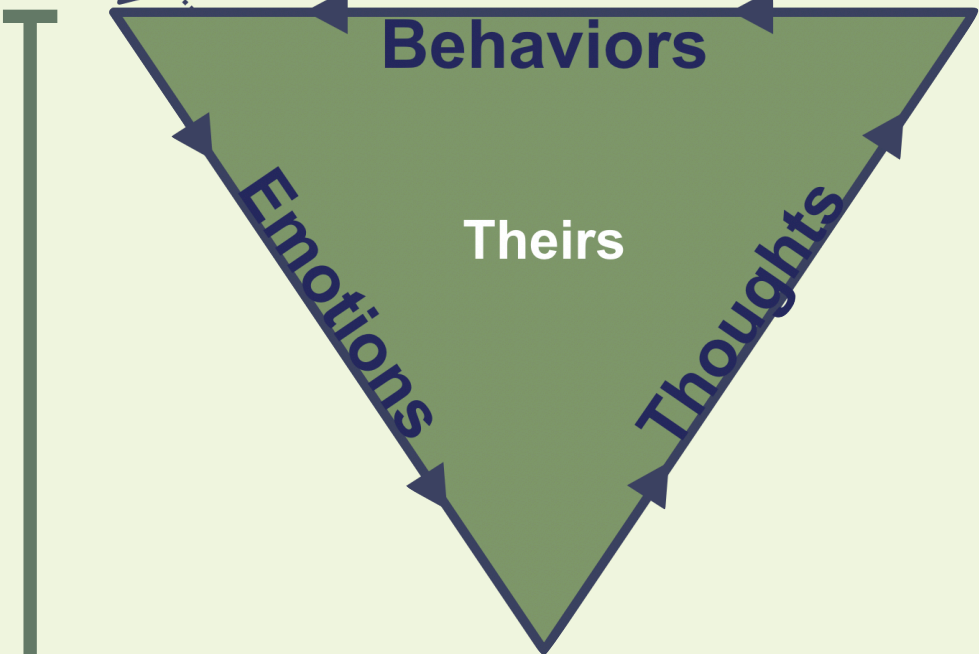


# Psychological Safety Cycle

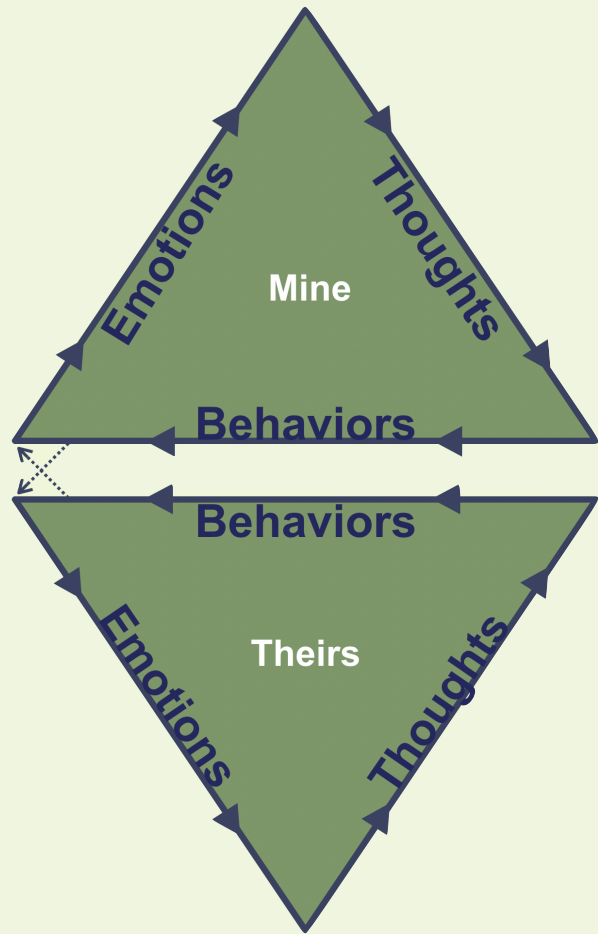
Self Awareness  
(Client's)



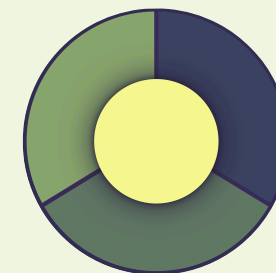
Empathetic  
Exploration  
(Other's)



# Psychological Safety Cycle

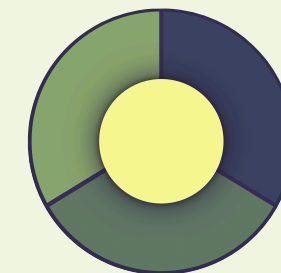
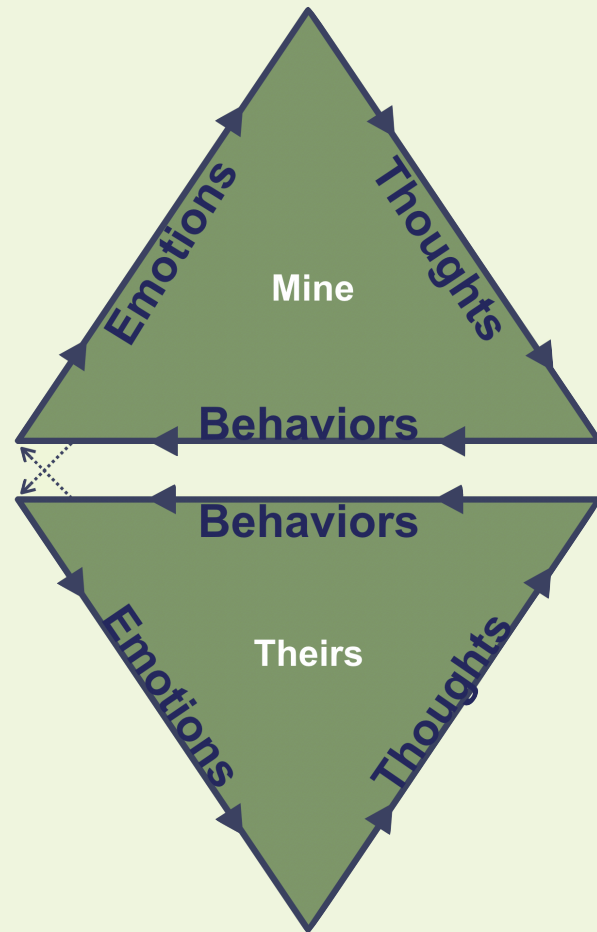


If a leader feels safe with their own approach, how can they become aware of the impact their approach has on others?

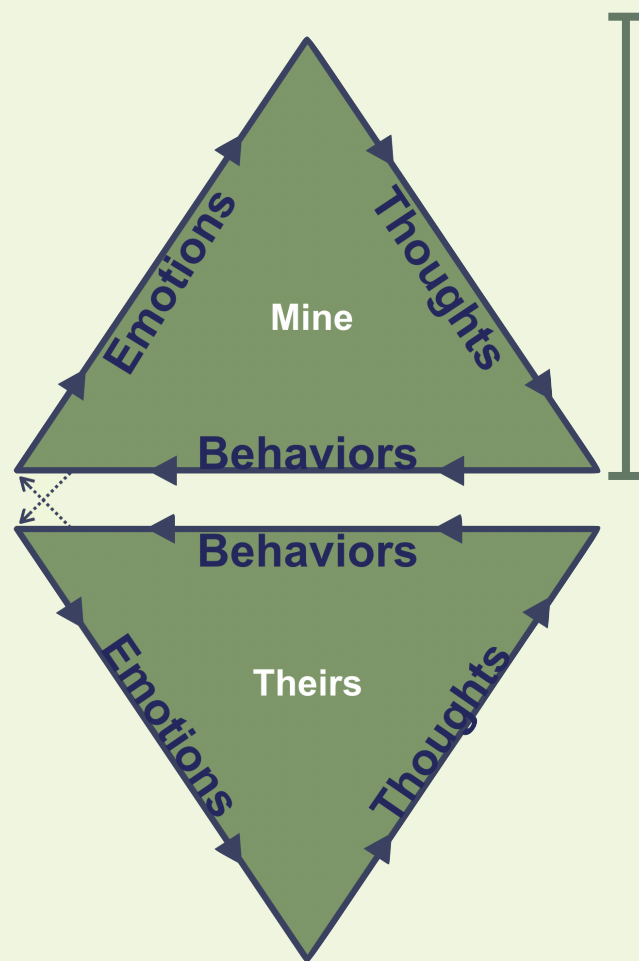


# Example Cases

- Direct Feedback: "I received feedback (or a performance evaluation) where my team indicated that they do not feel comfortable sharing bad news or feedback with me."
- Meeting Failure: "My peer let me know that the meeting didn't go well. They said I shut down everyone's ideas."
- Lack of Connection: "During this time of challenge/crisis, I let my team know that they could come and talk to me. However, after a couple of weeks, they said they didn't feel like I supported them."
- Emotional Responses: "It's time for performance reviews, and my direct report burst into tears during our conversation!"



# Client's Cycle



## Client's Emotions

- What do you feel when the conversation begins?\*
- Where do you experience these feelings in your body?

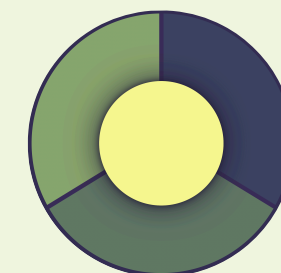
## Client's Thoughts

- What impact do these emotions have on your thoughts?
- What thoughts go through your mind in this moment?

## Client's Behaviors

- What impact do these thoughts have on the words you speak?
- What is your tone like when you have these emotions and thoughts?
- How do these emotions and thoughts show through your facial expressions?
- How do you tend to express these emotions and thoughts through your body language?

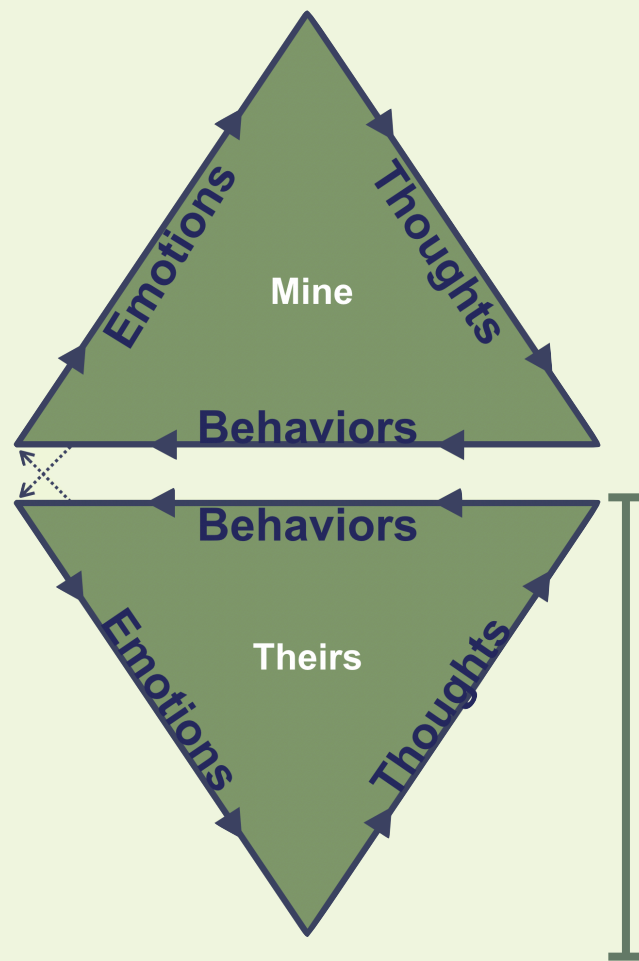
\* These questions can be asked in the past tense to explore specific conversations that have happened in order to help the member learn about their patterns



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# Other's Cycle



## Person's/Team's Emotions

- What might they feel when you respond?
- If you were to experience your reaction, what emotions might you feel?

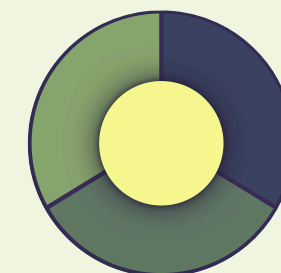
## Person's/Team's Thoughts

- What impact might these emotions have on their thoughts?
- What thoughts might go through their mind in this moment?

## Person's/Team's Behaviors

- What impact might these thoughts have on the words they speak?\*
- How might their tone change when experiencing these emotions and thoughts?
- How might these emotions and thoughts show through their facial expressions?
- How might they express these emotions and thoughts through their body language?

\* These questions can be asked in the past tense to explore specific conversations that have happened in order to help the member learn about their patterns

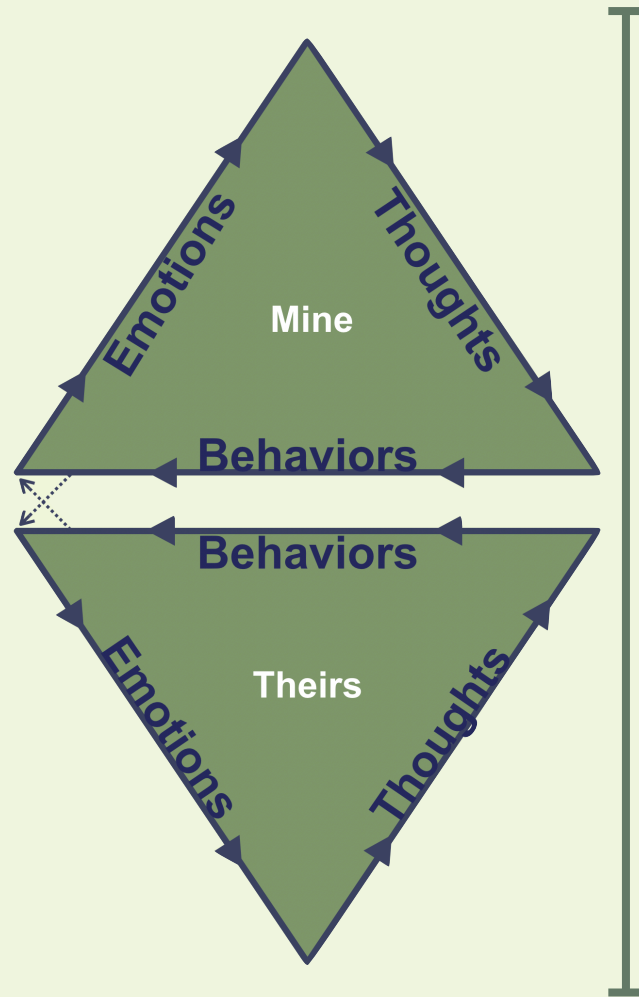


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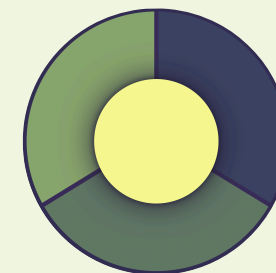


# Reflection



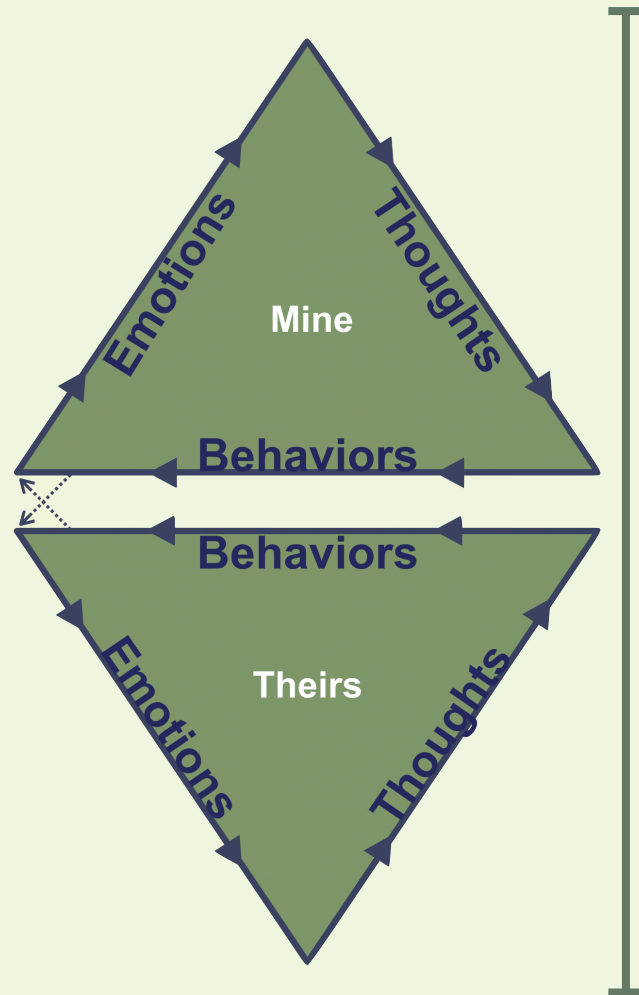
- What impact would their behaviors have on how you continue the conversation?
- What are you learning from this exercise?
- If you made a name/metaphor for this cycle, what would it be?
- What would you want this cycle to become?\*
- How do you see our work in coaching supporting your growth from here?

\* Coach could then co create an alternative, experimental cycle.



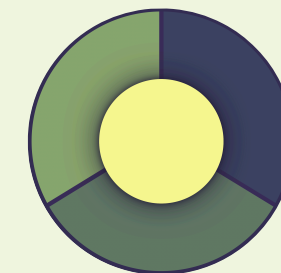
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# Reflection



On a scale of 1-10:

- How would you rate the clarity of your overall message?
- How likely would this person feel a sense of open curiosity from you (as opposed to defensiveness and/or judgement)?
- How well do you believe you are conveying trust towards this individual?
- How likely would this person see this challenging conversation as a "win"?



# Psychological Safety Cycle

