

# Welcome to Lauder Love's “When Work Isn’t Working: Overcoming Professional Challenges with a Coach



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“Sometimes in life, people reach a point where they can go no further down one road and need to cross a bridge in order to move on to another. That is where I am now.”

— The Moon Sister, by *Lucinda Riley*

What I spend  
my time and  
energy on



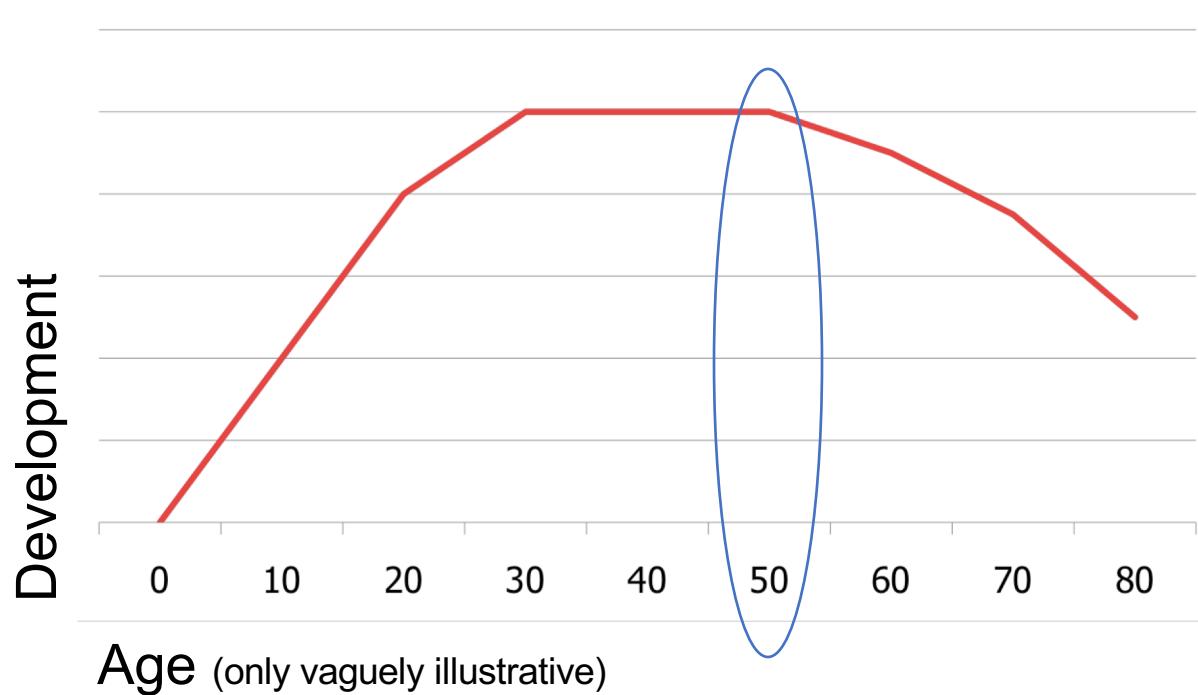
Whatever  
makes me feel  
successful

“ I don’t need to worry about  
anything---I just keep going,”

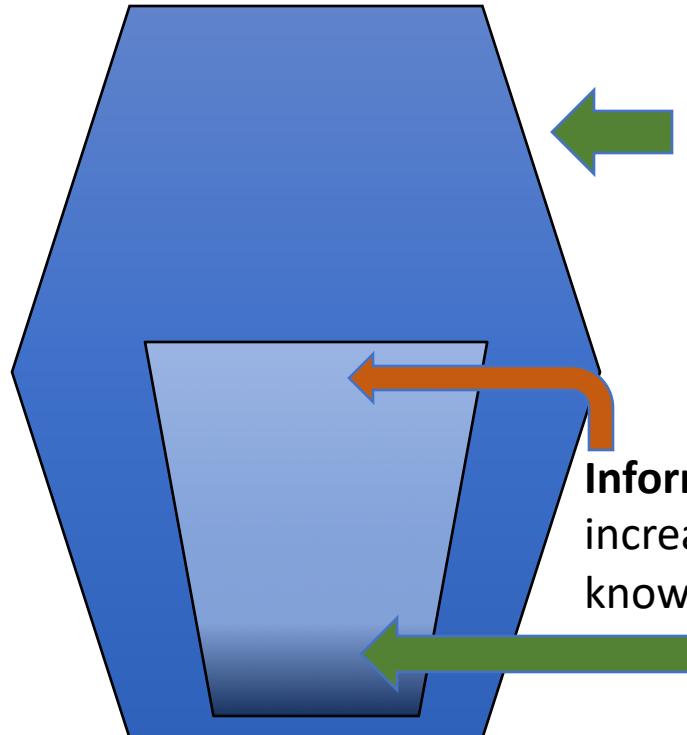
Implicit  
rules that  
guided us

**So what do we do when those  
rules no longer work???**

# One model of adult growth



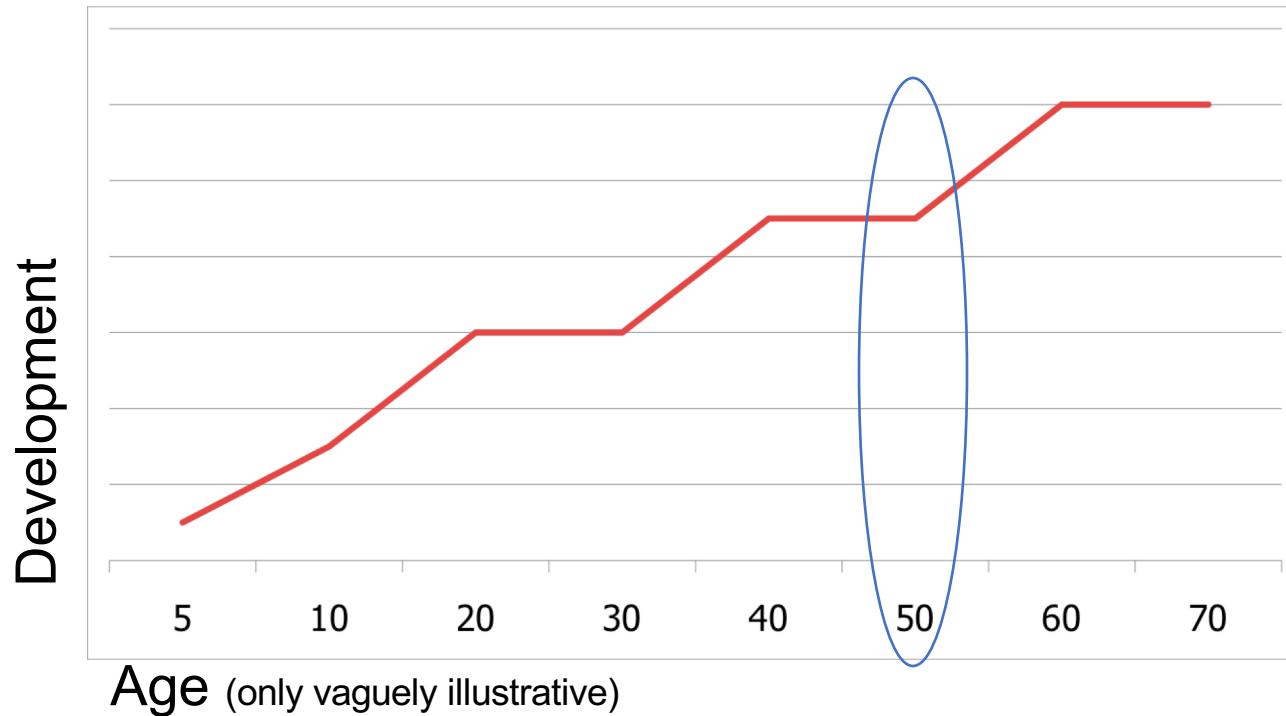
# Two kinds of learning lead to two kinds of “development”



**Transformational learning** changes the *form* of what you know, giving you a bigger perspective

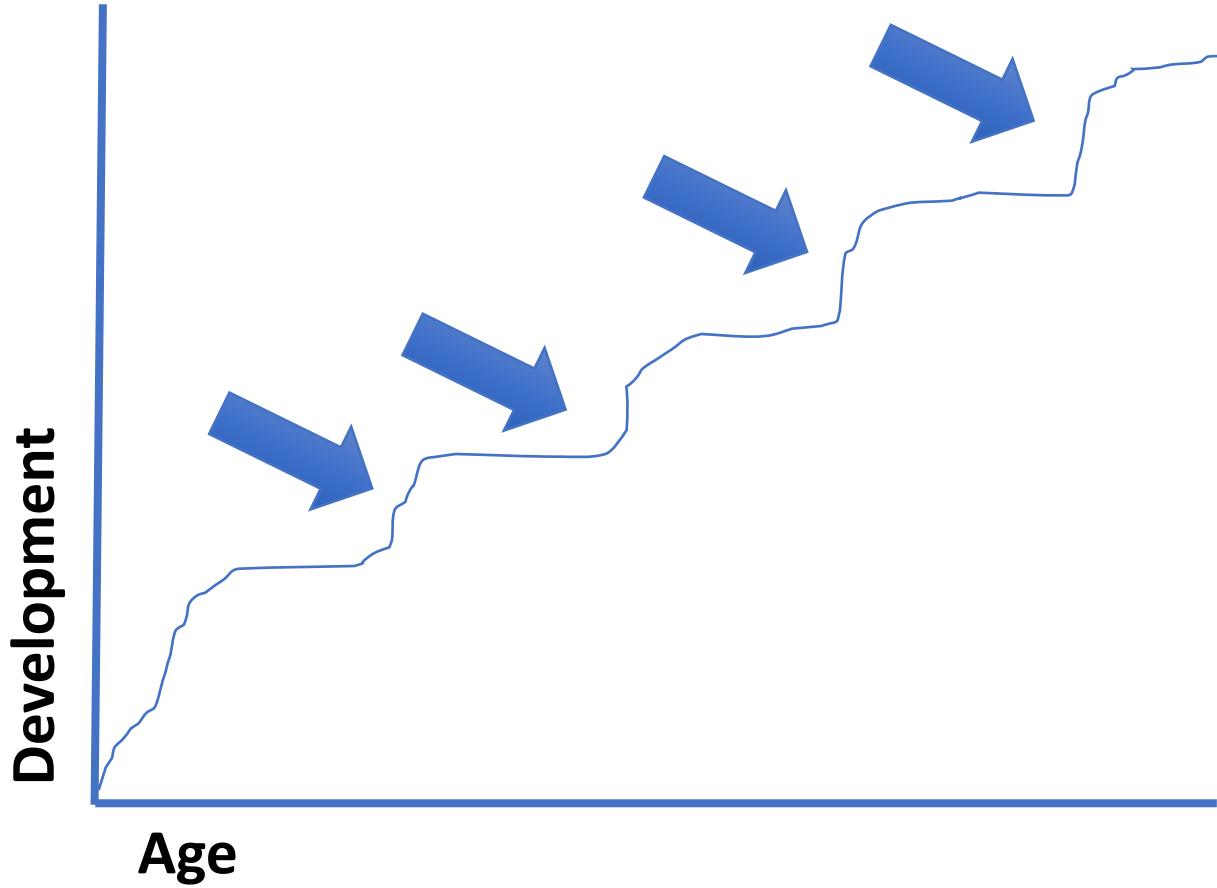
**Informational learning:** increases the *amount* you know

# Another model of adult growth



“It’s very simple. As you grow, you learn more. If you stayed at twenty-two, you’d always be as ignorant as you were at twenty-two. Aging is not just decay, you know. It’s growth. ....”

— Mitch Albom, *Tuesdays With Morrie*



# Three meaning-making phases in adulthood

First we're fully engaged in some kind of group or society and take in those ideas as our own

and then maybe

We begin to author our own lives and write our own ideas about the future

and then just maybe

We begin to co-construct with others and get more comfortable with uncertainty and ambiguity

# Take Multiple Perspectives



If you want to look at the same place and see different things, look at the same place from different perspectives

*-Mehmet Murat ildan*

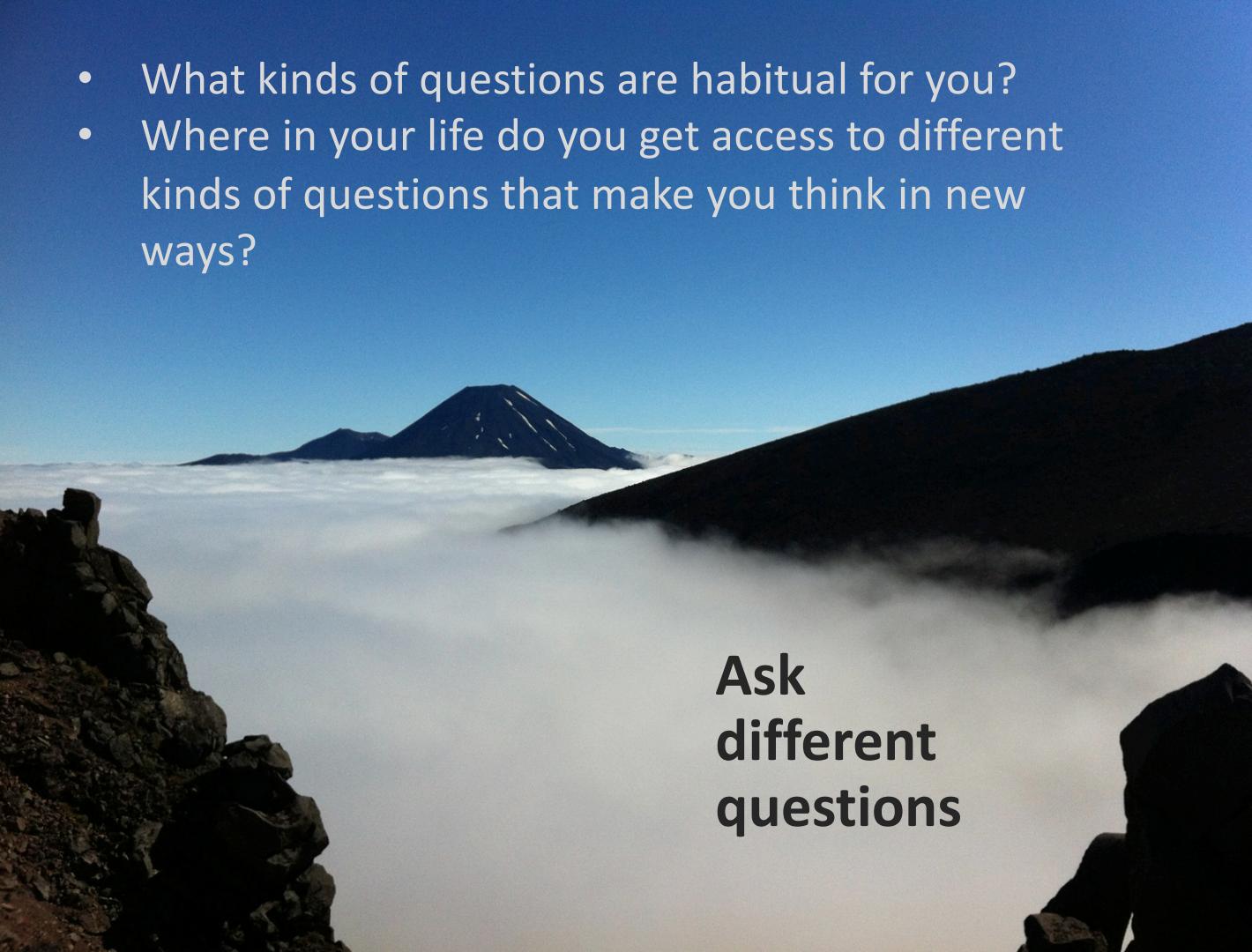


See systems, not just Parts

The big news of  
the twenty-first  
century will be  
that the world  
as a whole has  
got to be  
managed, not  
just its parts.

*Norman  
Cousins*

- What kinds of questions are habitual for you?
- Where in your life do you get access to different kinds of questions that make you think in new ways?



A scenic view of a mountain range with clouds and a clear blue sky. In the foreground, dark, rocky outcrops are visible. The middle ground shows a dense layer of white clouds, with a dark, snow-capped mountain peak rising above them. In the background, another mountain peak is visible against a clear blue sky.

Ask  
different  
questions

Most misunderstandings in the world could be avoided if people would simply take the time to ask, "What else could this mean?"

*Shannon L. Adler*

# Ask different questions

If these are your habitual questions when facing a challenge or problem.....

What's wrong?

What will it be like when solved?

What is best practice here?

What is the root cause?

What have I tried to fix it and why hasn't it worked?

What are the options on the table?

What type of research / analysis would help me choose?

Who could know (or figure out) the answers?

.....try asking these instead

What if all or some of this were an opportunity rather than a problem?

Who might have a totally different perspective on this issue? What might I learn from them?

What are some of the patterns or forces I see? Which did I expect? Which have surprised me?

Which of those forces are more malleable and could be experimented with?



## Engage your Whole Self as a Resource

“The true miracle of human evolution was the development of advanced control systems for synchronizing body and brain.”

*John Coates (The Hour Between Dog and Wolf)*

Practice: Ground, Center, and Listen

# Further Resources from Cultivating Leadership

Contact us and for  
general resources

[www.cultivatingleadership.com](http://www.cultivatingleadership.com)

[www.growthedgecoaching.com](http://www.growthedgecoaching.com)

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Specific Reading and  
Viewing Suggestions

Paper by Carolyn Coughlin:  
Coaching Practices of Body and  
Mind to Support the Transition to  
Self-Authorship

Various papers and short videos on  
the Cultivating Leadership website  
or YouTube Channel