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Executive Coaching

Is This Suitable for Executive Coaching?

Coaching is all about unleashing your potential and evolving into the best version of yourself. My goal in coaching is to help you do just that by exploring what gets in your way and why and coming up with a plan of attack to help you get over yourself and take that next step toward growth and evolution as a professional.

Many people have reached out to me to ask about whether an issue is suitable for coaching. Here are some of the questions I've received, along with a quick rundown of some aspects of the coaching approach that I would take in each situation:

1. **"I have a hard time speaking up in meetings. I'm afraid I'll say the wrong thing or otherwise make a fool of myself."**
   - There's an underlying self-esteem issue here, so we would first need to address the self-limiting beliefs that lie beneath that.
   - Next, we'd work on specific angles of approach, including specific scripts and playing out various contingencies, that you can take to present yourself with confidence and professionalism.

2. **"I struggle to give my employees feedback about how to improve their performance. I'm often afraid of hurting someone's feelings."**
   - This is another self-esteem issue.

- We'd work on improving your self-image and reframing what you're presenting to your employees as constructive rather than confrontational or conflictual.
- Again, we'd play out various scenarios to prepare you for this.

3. **"I have problems with getting my team members to work together. I don't want to try to force them to like each other."**
    - Here, again, we have to work on reframing your role and helping you to see that there need not be conflict to get to cooperation.
    - Furthermore, we'd want to hear from your team members about their opinions and feedback on the teamwork.
    - We'd also discuss ways to improve morale and team building.

4. **"I'm already in my 40s, can I really make big changes to my management approach and the dynamic in my company at this point?"**
    - First of all, I resent that remark!
    - Second, you CAN teach an old dog new tricks.
    - As a therapist for more than two decades, I can tell you that it's never too late to change, if you're willing.
    - In this case, we'd work on leadership skills by looking specifically at what you think you need to change, and I'd teach you how to engage your employees differently and even ask them for their input on how you could be a better leader.

5. **"I feel a lot of anxiety around interacting with my superiors, even my peers and subordinates at times."**
    - This comes back to self-esteem and your limiting beliefs, so we'd explore that.
    - Next, we'd look at the situations that trigger your anxiety and the specific parameters of your interactions with other people that are problematic.
    - Then, we'd work on your confidence and role-play various approaches to interpersonal engagement so that you can feel comfortable.

6. **"I'm always worried about being seen as a fraud or someone who has no idea what they're talking about."**

- This is a case of Imposter Syndrome, wherein a person doubts his or her abilities and is always afraid of being "found out" or revealed as a fraud, which comes back to self-esteem.
- We would tackle this with an evidence-based approach, explore and reframe the negative self-talk that goes behind your insecurities and work on improving your confidence.

7. **"I find it very difficult to delegate responsibilities to the people I supervise. I worry about being a burden on them or asking them to do too much."**
   - I would handle this with a great deal of reality testing around your position and those of your supervisees, as well as the need for delegation in order to be successful in management.
   - We would role-play asking for help and delegating in a confident, authoritative way that's well within the boundaries of your position.

8. **"I work for myself and have a hard time reaching out for sales, referrals…basically anything that requires asking people for things."**
   - This involves looking at underlying self-limiting beliefs that are causing the negative automatic thoughts that block you in your business, so we would first dissect those.
   - Then, we would build your confidence by working on scripts and role-playing scenarios to ensure that you're asking assertively and well without being pushy or aggressive.