



# Sharpening your EDGE

EDGE Coaching Services Newsletter

November 2020 edition



***“The only time you should ever look back, is to see how far you've come.”***

Hi everyone, and welcome to this 3rd edition of **EDGE Coaching Services’ newsletter**. It has been a great month concerning getting feedback from you guys regarding the day's emails and "tips of the week." One had me so bursting with pride I had to add it to this edition (**see the message of the week**). Other things of note that are happening, online coaching is picking up, now that zoom has become a part of most people's lives. I have had a good response to the self-coaching part 1 email. I hope you are taking part; it will help you move forward from the safety of your home. If you didn't get it, it is coming to you this week. I am always very keen to make this interactive, so continue to send in your thoughts on all the emails and these newsletters; they are very welcome. But mostly, please share the information with friends and family you think may find value from it. So let's get into this edition and, as always, enjoy the ride.

## Favourite Quote This Month

**“Who exactly seeks out a coach? Winners who want more out of life.”**

**Chicago Tribune**



## A coachable employee, is a team player

I want to start this edition by sharing something I read, which I thought summed up different people and their coaching mindset. It is so true that when it comes to coaching employees, most fall into one of three groups:

- The first group doesn't want feedback and coaching; they are sure they know everything.
- The second group believes they want feedback and coaching, but their pride prevents them from fully accepting it These are the people for whom the same issues consistently come up in performance reviews.
- The third group actively seeks out coaching and feedback and acts on the advice. They will do anything to get better and rarely repeat the same mistakes when pointed out. These are the individuals who become superstars in their field.

Not everyone is coachable, but this trait is one of the most important characteristics you can have on your team. Here are key indicators that a person may be especially coachable:

- **Humility:** Is the person able to admit what they don't know or can't do?
- **Commitment:** When working on a difficult task, do they demonstrate perseverance and grit?
- **Self-Awareness:** Do they recognize how their actions impact others?
- **Willingness to Learn:** Are they naturally curious and inquisitive?
- **Vulnerability:** Are they able to be open and trust others?

If you are looking to develop your team, identify and invest in coachable people. Don't let natural talent outweigh coachability, as all talent eventually hits its ceiling when the challenge gets more difficult. If you want to be great, are you willing to be coached? If not, **what is holding you back?**

***Are you or do you know a Team leader, Manager or owner of a small business in Barbados?***

***Afford me an hour of your time to help me with some market research and receive three 1 hour coaching sessions FREE for a member of your team.***

***Send me an email or Control/Click the link below, press send and I will email you my diary link***

**[Market Research Support](#)**

***“Right now you are one choice away from a new beginning—one that leads you toward becoming the fullest human being you can be.”***

***-Oprah Winfrey***

## **Article of the Week: Lonely at the top**

There have been several studies regarding loneliness in the workplace. It seems commonplace to think that it will make you lonely if you work alone, like an artist, writer, or researcher might. But what about those who are at the top of the ladder, whether it's the leader of a country (let's not go there), a school principal, or a CEO. They often have little time to chat with peers and even less time engaging in meaningful learning and problem-solving activities with colleagues.

Most employees have others in the workplace that they can turn to for advice, feedback, and/or companionship. They can ask questions on how to get things done and work through tough times with their peers. Leaders, on the other hand, have fewer people to turn to when things get tough. It can certainly be difficult to confide in and bare their souls to direct reports. There is also the fact that if there are others it is necessary to report to, such as the chairman, governance, or a management board, they may be reluctant to turn to them if it could be perceived as displaying weakness or vulnerability.

As a coach, our role is to be a thought partner in any circumstance. From my experience, I have had clients who have just wanted to talk things through with someone impartial and non-judgmental. I have had conversations with clients and got curious, this opened avenues of self-awareness that comes from the client themselves to allow them to get out of their own way and think clearly about their challenges or keeping them up at night.

There are opportunities for everyone out there; no one really needs to be “Lonely at the top.”

### **Message of the week**

#### **“Lollypop moment” reply**

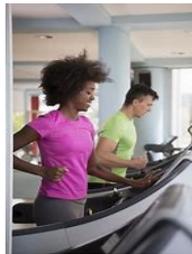
*I meant to contact you when I got your email on Monday about lollypop moments. To be perfectly honest that email reminded me of you.*

*I've gone through a lot the past couple months. I almost dropped out of college after being told by three members of staff that I'd never be a competitive candidate or good enough to get into veterinary. I genuinely felt the worst I've felt in a long time. But I knew in the back of my mind that you probably wouldn't have let me give up and just drop out. I knew that you'd probably be the person fighting in my corner even when I felt like it was pointless showing up anymore.*

*Even though it's been almost 2 years since you left, I still think about what you'd probably say to me now if I showed up at your office. Knowing that I had one teacher, you, that genuinely believed in me and made me feel like I could achieve all the way to the top - that often gives me the strength to keep going even though I know I have some teachers that doubt my ability.*

*So yeah....thought I would take your own advice and “tell someone how much I appreciate them.” I think you are brilliant and probably the best teacher I've ever had (and probably ever will.) M.S.*

### **The Practice of Super Thinking**



I believe that my clients are naturally creative, resourceful, and whole. Sometimes, they need to clear their head and practice thinking; let's call it deliberate or Super thinking. How does it work?

Plan for a 15-minute walk or an activity that is repetitive (sitting in a swing, being on a treadmill, taking a walk, throwing the ball for your dog).

Ask your mind an open question? What would it be like to .....? What are one or two steps I could take today to move closer to this outcome? What do I or my clients/staff really need? What could happen if I achieve this?

Choose your open-ended question now and spend 15 minutes this week and see what your powerful, smart brain comes up with.

This is one way to make your business building a LOT MORE FUN and EFFECTIVE.

### **The final word**

Well, there it is, the end of 2020, the next time I offer out a newsletter, we will have seen the end of one of the most difficult times for a generation. What positives have you got from it? What have you learned that you perhaps wouldn't have if not for COVID 19? I know that I now appreciate open spaces much more. The thought of having to be stuck inside has aided that notion. I also had the chance to speak with my family much more, and that having them all together on zoom is a possibility across three countries. Will we do it again post COVID? I have no idea, but at least it has taught us anything is possible. What about you? So that's it for another month, happy holidays and as always, follow your dreams. Richie Forde