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Context to the conversation

Carol and David speak about how one could apply the MOVE framework in the context of Coaching. Carol speaks about how sometimes we can get sucked into the energy of the client and sometimes that can be counter-productive. David speaks about how as a Coach; he tries to generate many options to a certain situation and iterate their way forward.

Transcription

Deepak Jayaraman (DJ): And as I was understanding the M O V E framework, I was curious about how it applies in the life of coaches. I guess at some level while the primary audience for the framework I discovered was the leaders that we coach but I guess, as I was reflecting on it, I found it as relevant or even more relevant in the way I could apply it as a coach. I would love to hear from the two of you on how you bring M O V E to bear in the coaching work that the two of you do.

Carol Kauffman (CK): I would say it is always with me. So let us say Deepak, you are my coaching client and a very first thing I will want to do is, I will go immediately to, in my mind, the second and third dimensions of change to start. Like, I am first going to want to create a safe relationship with you and like you and really try to be who I really am, not trying to impress you. So, I am using that as my self-regulation to start. And then, we might think about okay, what is it we really need to do, so let us start getting the objectives. Now, then I pass that on to you like what do you need to do, who do you need to be, how do you want to relate but I am using that with myself first. Okay, so then, and there is a whole story about this in the book, is as I am working with you, I am going to be noticing your stances and my stances. I will give an example of working with a leader who is having a lot of trouble with his boss and he is really into it and he is leaning in and the next thing I know is, I have caught that leaning in energy and I am leaning in too and we are thinking about how he is going to manage this situation and all of a sudden I go, oops, lean back Carol, lean back, let us back up and then ask, well, let us look at the overview and the context why it might be going on and then all of a sudden, there is a bigger view. And then in that case, it may also be, if you put the well-being of your boss, they are right in the front and center, how would that relate to what, you know, you might view as the coachee and their boss for myself as well, And then, the other big one is say, you are talking to me as your client and I am thinking I know what to say is like, well, how can I not lean and give you space. So, all of a sudden, you stop talking, I need to be okay with that and be able to not lean. And then of course, vantage point, you know, as I am listening, I am not going to believe my first set of thoughts but I am also going to be noticing where are you, and I might say, hey, Deepak, are you connecting the dots with your hopes, your fears here, what is your sense of how clear you are. I would not necessarily the one who says you are not clear but I could say to you how clear are you, and if that is low or whatever. And then, engage and effect change, again, what are the leadership signals, as a coach what am I sending out, what am I noticing about you are sending out.

So, these are ways to be making space for yourself in the person you are coaching in parallel basically all the time.

DJ: Got it.

David Noble (DN): And for me, a lot of this lives in the options generator for me because when you think of a lot of coaches, there are a lot of one-trick ponies out there that would go like, Deepak, this is all about your energy or Deepak, it is all about mindfulness or it is all about strengths-based positive psychology and we are like, yes and a whole bunch of other things. So, for us, when you are trying to help someone move from the highest peak that they are at right now to the biggest peak in the planet, whether it is in the alps or whatever, it is very unclear about how to get there and so we want to try a whole bunch of stuff. So, we want to create many options that we can draw on our coaching. So, the idea is that you try something which is based on our hypothesis that we think this might serve our client and if it does and if they get a little bit more elevation like heading towards the alps on that, then we keep going. And if they do not or it does not resonate with them or they just say, oh, I just do not want to do this, then we try something else. So, for us, it is creating many different options so that we can best be in service for our clients.

Reflections from Deepak Jayaraman

DJ: Thank you for listening. We have an entire playlist on Coaching if this is of interest. You can just go to playtopotential.com and go to the Curated Playlists section. You will find the Playlist Coaching.

End of transcription

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Carol Kauffman - Nuggets

- 102.01 Carol Kauffman and David Noble - The MOVE framework
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- 102.03 Carol Kauffman and David Noble - Way power over Willpower
- 102.04 Carol Kauffman and David Noble - Validating the vantage point
- 102.05 Carol Kauffman and David Noble - Vantage point during transitions
- 102.06 Carol Kauffman and David Noble - Engage and effect change
- 102.07 Carol Kauffman and David Noble - MOVE in a Coaching Context

About Deepak Jayaraman

Deepak seeks to unlock the human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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