

Coaching Reflection Log

Post Module Checklist

Having completed the first two Modules, it is useful to reflect back on the core topics and ensure you have a good understanding of the concept and its application.

A reminder of those topics is below:-

Module 1

- ☐ VUCA and the impact it has on the organisation, teams, individuals and yourself
- ☐ Covey's circle of influence, being aware of where you spend your energy
- ☐ The role of the Manager in NATO and the management charter
- ☐ Eisenhower time management matrix and how to use this to better manage your time (and delegate!)
- ☐ The different characteristics of leadership and management
- ☐ Situational leadership – able to identify what development level an individual is at and how to adapt your style to get the best out of them
- ☐ Neuroscience – understand at a basic level the core aspects of our brains development and the role that plays during change.
- ☐ Growth mindset – exploring whether you have a fixed or growth mindset and where you may need to develop.
- ☐ Emotions in change, the role of the amygdala, our emotional response and how to create a “gap” before our emotional response
- ☐ Kubler ross change curve – understand the different stages, how to spot which stage an individual is at and match your management style to guide them
- ☐ Key drivers – understanding what happens to our behaviour under pressure and how to work with the other drivers

Module 2

- ☐ Stakeholder maps – identifying who your key stakeholders are and which relationships you need to put the most effort in to
- ☐ Maps of the world & perspectives – understanding that each of us have a unique set of filters, that alters our perception of the world around us. Being able to step out of our own “map” and in to the map of the person we are influencing is key.
- ☐ How to Match, Pace & Lead in order to influence
- ☐ SDI – Understanding your own MVS and how that impacts you, and starting to recognise the MVS of others and how to use that in order to build better relationships.
- ☐ SDI conflict sequences
- ☐ SDI Strengths & Overdone strengths
- ☐ Motivating others
- ☐ Feedback – how to give and receive feedback in a clean and effective way, considering the concepts of Johari window, SARA and radical candour.
- ☐ Your own 360 – detailed feedback on how others perceive you in the workplace.

Remember, if you still feel unsure about any of these you can revisit the content on the portal along with the supplementary content. You can also revisit these topics with your coach in your next session.

Buddy pairs

You are now also matched with your buddy and should be starting to build an effective relationship of support and challenge, with enough trust that you can practice on each other! And use them as a sounding board throughout the course.

Coaching reflection questions

Use these questions to guide your reflections, and to help you prepare for your second coaching session. Just choose the ones that feel relevant for you, and you may have some questions of your own to reflect on and bring along to the session.

What were the initial outcomes you set yourself for the programme?

What content covered in Module 1 & 2, will aid your development toward these outcomes?

What have you already put in to practice?

How did it go?

What do you need to do more of?

What do you need to do less of?

Anything else?

‘Know thyself’, Oracle of Delphi 500BC

Assessments

The MDP programme provides you with a rich array of data from which you can extract further information about yourself.

Think back to feedback section in Module 2 – data -> themes -> choice-> development actions.

A reminder of the insight you have had so far:-

- **360 feedback.** A detailed feedback report on your skills and abilities as a manager/leader, as seen from a number of different perspectives: your own, your bosses, your peers, your direct reports and any relevant others to your job.
- **Strengths Deployment Inventory (SDI).** SDI identifies intrinsic motives which target the priorities and values that impact behaviour. This tool helps improve working relationships to help develop better leaders and managers, build more effective teams and reduce the costs of conflict. The SDI suite of assessments includes 3 reports:
 - the SDI; measures your Motivational Value System (MVS) when things are going well and how your motives change in conflict (whole life assessment)
 - Strengths Portrait; your own assessment of your most and least used strengths AT WORK
 - Overdone Strengths Portrait; your own assessment of your most and least used overdone strengths AT WORK
- **In the moment feedback.** From your buddy and other participants during breakout sessions.

Key Drivers

You also had the opportunity to complete your key drivers questionnaire – considering which behaviours may rise to the surface when under pressure.

What were your “top” drivers?	
What do you need to be aware of when under pressure?	

Evidence Audit

360 Report

Was there anything surprising in the feedback (managers, peers, direct reports, others)?	
I'm proud of this / I want to re-enforce this	I need to work on this
Overall reflections and deductions	
Actions I plan to take forward	

Strengths Deployment Inventory (SDI)

My Motivational Value System (MVS): (colour)

What this means to me:

What insights have I gained for potential development from understanding my MVS: e.g. what might I need to do more of / less of?

My top 3 Strengths are:

1.

2.

3.

What other strengths might I need to deploy more frequently?

Actions I plan to take forward from my Total SDI awareness:

Strengths Deployment Inventory (SDI) - conflict sequence

My SDI conflict sequence: (colour)

What this means to me:

What insights have I gained for potential development from understanding my conflict sequence: e.g. what might I need to do more of / less of?

My top 3 overdone strengths are:

1.

2.

3.

What I need to do to monitor these strengths and ensure they're landing as intended? What other strengths may I need to "borrow"?

Actions I plan to take forward from my SDI awareness:

Any further reflections you want to capture at this stage?