

THE COACHING HUB

Podcast Episode 70 - What Coach Training Has Done for My Confidence with Joanna Davoile

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Hello, and welcome to the coaching hub podcast with me, your host, Ruth Cook. If you're a coach or your coaching, curious, this is the place for you. We're going to be talking all things, coaching, pastoral development and business development in a really fun way. You're going to have live coaching sessions and you're going to come away with tools and techniques that you can practically use and take away. If you enjoy this podcast, I would love you to subscribe. And if you really enjoy it, give me a review, say on the coaching hub, I've got to either the foil and,

Uh, uh, development director at housing association. She's going to be talking to us about how coaching is being part of the coaching course has really helped her with her confidence and performance at work. So Joanna welcome.

Thank you. Thank you both for having me today.

Yeah. What was it that made you think about, okay, I'm going to, I'm going to add coaching into what I do.

Well, I'd done little bits of coaching for, of kind of short courses and picking up some learning about coaching through some other postgraduate studies that I've done into my MBA. So I kind of had a bit of a glimpse into it, but never really felt like it quite landed with me. So I was, it was something that I was interested in and intrigued by and I kind of felt it would be really useful for me, but I'd never had an opportunity to delve into it deeply enough to really get to grips with it. So quite often, you know, you go on a coaching course for a day or a couple of days or something, or, you know, short snippets

of things and get a bit of a chance to try something out, but not really feel like I could embed it properly in the I'd kind of learned it enough.

I think one of the things that a lot of us find really challenging with coaching is making sure we're not being directive, that we're, we're not slipping into that mentoring mode and that we're really allowing the people that we're working with to kind of lead the conversation themselves and lead their own direction. And that was certainly something when I'd tried coaching before, but I'd never really quite got there with it. I just hadn't had enough practice to feel kind of like I just really fully got there. So, so yeah, so for me it was about having an opportunity to really delve into it. Cause I felt I kind of instinctively felt like it was going to be something really useful for me and just logically it made sense that it would be something that would be really good for me, but I just hadn't really had a chance to kind of get into the detail of it before, you know, I'm, I am somebody who likes things to be in a work context, I guess I'm somebody who likes things to be done properly.

And sometimes that leads to me being somewhat controlling of things perhaps. And sometimes that means that either I just get on and do stuff myself or I am perhaps a little too directive with the people that I work with and, and that work as part of my team rather than I meant to makes me sound like an ogre. I'm sure I paid for, I'm not that bad, but I think that sometimes I can lead people a little bit too much in how I manage them as well. So I was really keen to learn more about how I could bring coaching into how I was working with my team at work as well and help to grow them and grow myself through taking a less directive approach.

How has that been working out then? So you said what you wanted, so I'd love to know how it's been working out.

It's been working out really well, actually. So I've really, I've really enjoyed doing the course. I've really learned a lot about myself and that's definitely given me kind of skills and different ways of approaching things that I have brought into my work. I think also doing this during lockdown has been kind of quite useful in a way, and that, you know, we've, we've, we're having to kind of somewhat change our communications and how that sort of thing works anyway. So this has been quite useful opportunity for me to kind of test stuff out a little bit. So that's been helpful, but yeah, I've definitely found that I've been able, I've been much more aware in a work context and much more aware with my team of the stuff that might be playing in the background. So where we've been learning about positive psychology, where we've been learning about mindset and grit and understanding all these sorts of things, I'm, I'm kind of able to see a little bit more what might be going on for people and be able to respond and react to that much better than I might've been able to before.

And what I've found from the amount of practice that we get, which is so valuable in the course. But the amount of opportunity that we get to practice is that when I can turn on a proper coaching approach and when it's that pure coaching, it's so powerful. And when I notice myself sometimes making, I might be tempted occasionally to ask a leading question, or to offer up a suggestion and slip into that more mentoring mode. And actually when I stop myself doing that and I managed to actually to take a proper coaching approach and make sure that it's about the client or the coachee that I'm speaking with rather than about what I thinking the results are so much more effective and it's so much more powerful and just seeing that difference and that the, the how powerful that is and how much more benefit is just really makes you aware of actually it's really worth the discipline and the practice of being able to do that, say that, you know, you can take that more coaching approach and that, you know, that will deliver better results that way. So just being aware of that through having really seen it and felt it for myself, the difference that that makes has made it much easier than for me to be able to build that in when I'm having conversations with people at work. And when I'm kind of trying to lead my team as a group, as well as, as individuals as well. So it's definitely, it's definitely been beneficial.

And I love the fact that you say like, when you find yourself, you can stop yourself going to that, that link.

Yeah, absolutely. It's um, and it is, you know, the number of times that has happened to me where I've thought actually, if I just told her or him this thing, then we could kind of shortcut to the next bit, you know, because, because we can get to where we need to get to quicker. Cause clearly this is what they need to do next and it, but it's absolutely, it's my perception of what they need to do next, which is not where we need to be and that's not useful to them. And I'd completely, I completely get that. But so occasionally it gets tempting and um, you know, the more I practiced it, the better I've got it and not going there with things, but certainly to start off with, it's a challenge not to do that. So every time where I've stopped myself and then I've asked a different question and really made sure that I'm bringing what that person I'm speaking to bringing them into it and making sure that they're guiding the conversation, just giving them the space to be able to do that rather than trying to influence it myself, just the outcomes for people.

And it, it surprises me because each time, you know, that they'll Bel suggest or say something and you think, Oh, that's not where I would have gone with that, but that's so much better than where I would have gone with that. And you can see it really resonates with them because it's come from within them and therefore it matters to them. And it's absolutely the right answer for them, which I couldn't have come up with myself. So it's just that the power of that is amazing.

Yes. Yeah. I think it's so important. Isn't it? That power, yes. The power of somebody coming up with their own answers.

Yeah, absolutely. And I've used that with my family. Oh, I was going to come on to that.

So, so how has that helped?

Well, my son is my eldest son is there's the person that's helped me with the most actually he's 19. And he is very high functioning and very kind of mathematical and scientific and literal and logical. And he has autism. And I have not been able to help my son with his homework since he was about six or seven, because he's just waste the past what I can do and I can't keep up with it. So he's been, you know, he's very academic, he's very, very capable. And this year, since doing the coaching course, I've been able to help him with his homework.

It's amazing. And, but the reason is because I'm not trying to help him with the work. I now have the strategies to be able to help him think through for himself and decide what it is that he needs to do next. And that has been amazing because it's given me a different way of communicating with him. And, and that has been really valuable. Like the first time it happened, I was like, just couldn't quite believe it, that I actually managed to help him with some of his university work. And he really benefited from it. You know, you could see, he was really grateful and it, it worked for him and he went away and did what we talked about when he moved himself forward with it. And he'd just got stuck with over complicating things. And he managed to Uncomplicate it through the coaching that we did together. So it was, that was worth its weight in gold to me anyway.

Yeah. I mean that, to me sounds like, okay, this is, this is a real, real significant thing. That's, that's going to help you in your relationship.

Yes, exactly. Yeah, exactly. And I think that, you know, you, you, once you've kind of learned this way of opening up and asking questions and being intrigued. I think I've been somebody who in the past struggled to ask people questions a bit, because there's like an, almost like a politeness thing that kicks in where I don't want to intrude or pry into somebody's personal space. And so I sometimes won't ask questions. I want to ask somebody and I don't, I sometimes then don't get to, you know, communicate with them on a more personal, deeper level because I'm kind of holding back, being polite, not wanting to kind of intrude on that, their space and prions their lives and things. And actually, that's just part of having a normal conversation with somebody really. And so the coaching has helped with that as well. Actually for me, of just being brave enough to ask people questions about themselves and people like talking about health generally. So,

you know, having a way to be able to do that and, you know, having, having the right sort of questions to ask, and that's been kind of a useful skill too.

So if you were speaking to someone who like you was thinking about developing their coaching skills really to help them in that current work context and in that current common life, does that make sense contacts their current job and with their relationships? Yes. Why would you say that doing a qualification is in a way even better than, than having coaching yourself

For me doing this qualification and doing a large part of what attracted me to doing the course with you Ruth, was that I kind of got both. So I was thinking, you know, I could do a bit of coaching myself to help improve my skills I could do with learning coaching. Cause that would be a skill that would help to improve me team. And actually by doing this course, I got access to both of those things because I get regular coaching from amazing people who are on my course, some of whom hadn't done coaching before, but you know, a large number of those people that hadn't done coaching before. Absolutely rockets that they just amazing.

And some people who have been coaching for quite a while, and I've actually got a decent amount of experience that they come into the course with as well. But there's, there's lots of peer to peer coaching. So you get the opportunity to be coached on a regular basis by some lovely, lovely people. You learn the skills so that you can almost self coach. So you kind of get a much better self-awareness and understanding of yourself so that you can help yourself through those difficult times. And at the same time, you're also learning to coach other people, which, you know, for me, has been really valuable and I'm sure will continue to be really valuable thing for me throughout my career and my life really it's, it's a skill I think that will help me in all sorts of all sorts of ways. So I would say to anybody, that's kind of considering doing it, you know, for their current context, rather than necessarily to set up a coaching business as such, it's such a useful skill to have, and it's, it's the basics, isn't it. If you, if you can really communicate well with the people around you, that will be useful to you, whatever context you're doing that in, you know, whether that's, you know, as part of a large corporate organization, part of a small startup, whether you're doing your own thing, it's always going to be a skill that's going to be really, really useful you. Yes.

Yeah. A hundred percent. Well, thank you so much. And I love this perspective as well because you

Seeing how coaching helps wherever you. Yep. Thank you. Thank you. Thank you for listening to the coaching hub podcasts with me. Ruth could say, if you enjoy this, I would love you to join my Facebook group, the coaching community for more of the thigh.

