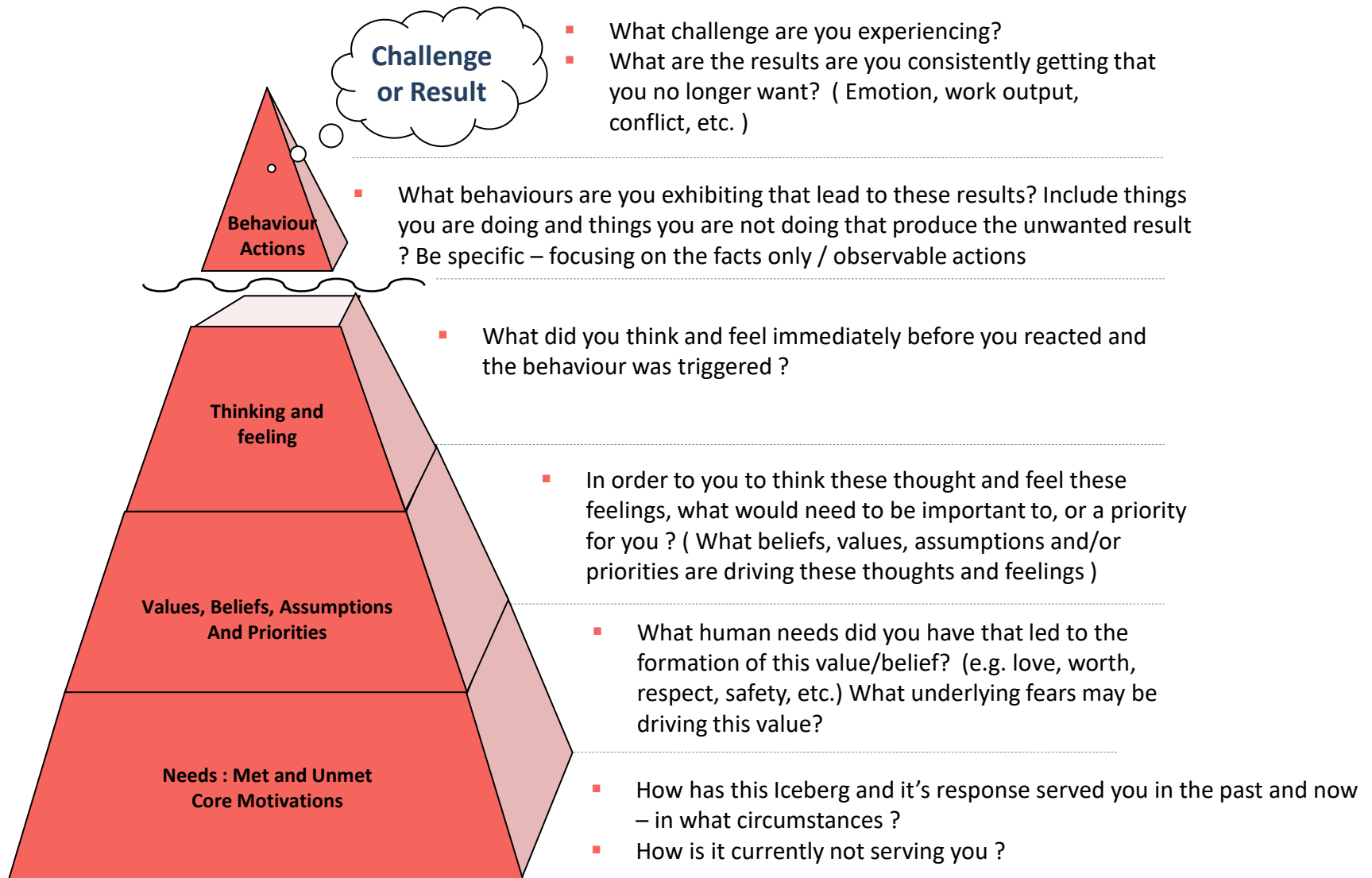


ICEBERG METAPHOR COACHING WORKBOOK



FROM Iceberg : Questions



FROM Iceberg : Record Sheet

Challenge/Result

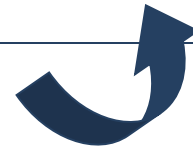
Current Behaviours

Thoughts & Feelings

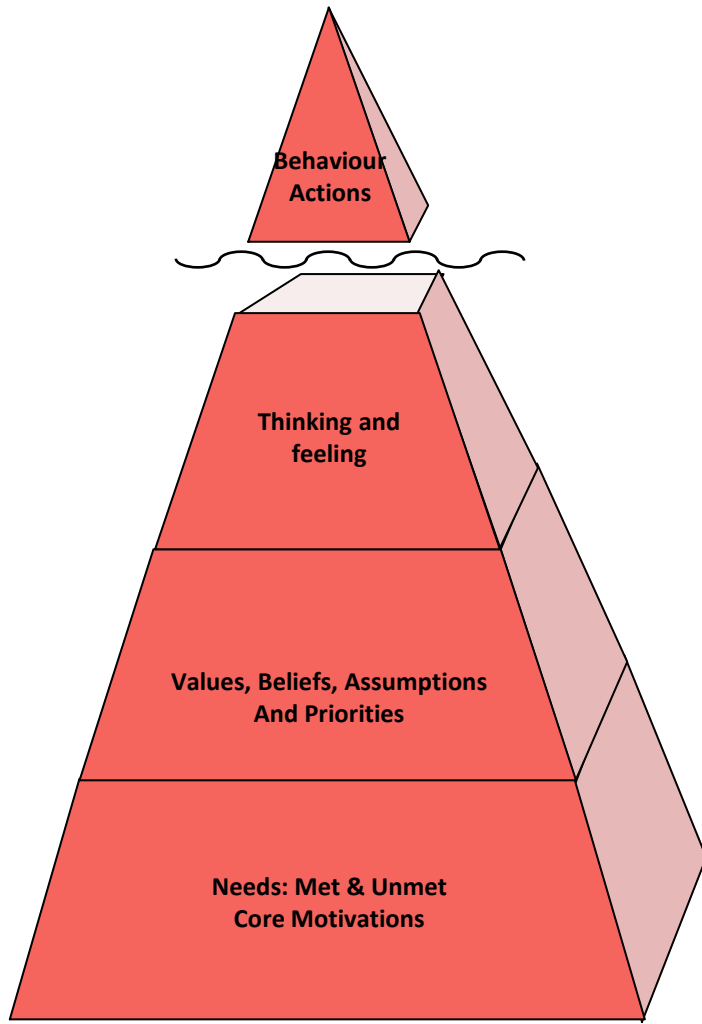
Values, Priorities, Assumptions & Beliefs

Needs/Motivations/Fears

Current mindset : How has it served and not served me ?



TO Iceberg : Questions



Results : What are the desired outcomes you are seeking that are different from the past ? (phrase this in positive language – what you want to see)

Desired Behaviours

- List the desired behaviours. (written in the positive) What behaviours do I wish others to see exhibited ? What actions do I choose to take that are different from the past ? Make them specific / observable.
-

Thoughts & Feelings

- What will I need to be thinking in order to behave this way ? What will I need to be feeling in order to have such thoughts ?
-

Values, Priorities, Assumptions & Beliefs

What would need to be important to me (what would I then value) for me to shift my thinking and feeling ?

- What would I need to believe differently from now ?
 - What negative belief patterns do I need to challenge ?
 - What is a positive belief/s I can adopt or engage with ?
 - What assumptions or priorities do I need to let go of ? Replacing them with what ?
-

Needs / Motivations

- What need will I be meeting if I shift what I value, believe & prioritise? How will this motivate me ? (higher order – love and courage not fear based)
-

How will this new behaviour serve me?

- What is the higher level need that is being served? (love not fear based)
- What is the benefit for me in this that is greater than holding onto the old way of being ?
- How do I embrace this new mindset? What is my plan for putting this into action – what steps do I take ? When ? With whom ? Do I need support to do this ? If so what is it ? How do I get that support ?

TO Iceberg : Record Sheet

Desired Result

Desired Behaviours

Thoughts & Feelings

**Values, Priorities,
Assumptions & Beliefs**

Needs/Motivations

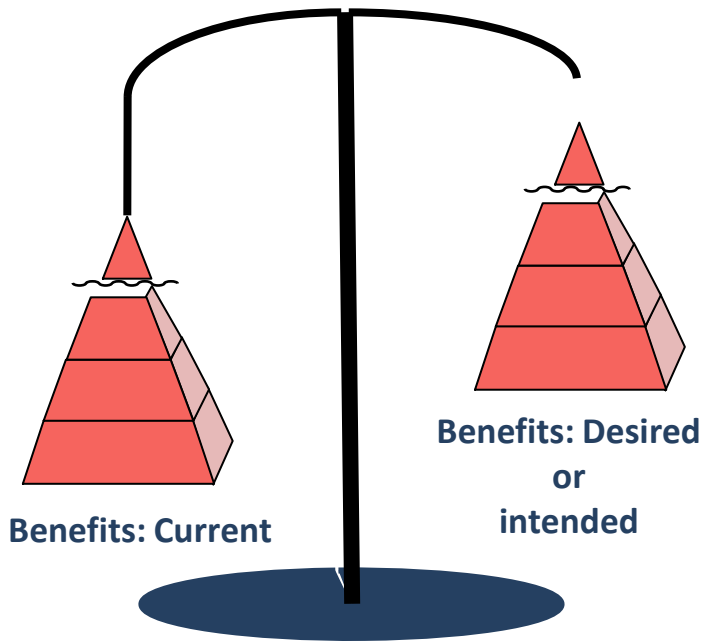
Reframed Mindset ?

- How will this new behaviour serve me?
- What is the higher level need that is being served?
(love not fear based)



Balance of Change

Make no mistake, every behaviour happens for a reason. It serves its purpose. In fact when the behaviour was born – it would've been in response to a circumstance and was probably the perfect solution for that time and place. However, the context shifts and what once served us no longer does. Old responses that entrap us stifle our potential and our opportunity for growth



We continue to behave the way we do as long as there are benefits outweighing what we lose in changing, Even if those 'benefits' are self-damaging. This is why we need to understand the 'root cause' of our actions and make our shift by transforming from our core human needs. This will then shift everything flowing up the iceberg into the behaviours

Benefits of remaining the same

Costs of remaining the same

Benefits of transforming

What story are you trapped in?

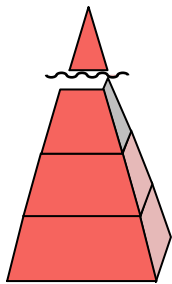
What do you need to let go of in order to transform?

The bridge FROM TO

Understanding the deeper drivers of our behaviors is the first step toward transformation. Acknowledging the impact of continuing to be 'held ransom' to the unwanted or destructive behavior is the second. The third step is to put the new behavior identified in the TO iceberg into action and to 'let go' of the FROM iceberg – in all its elements.

To do this we need to find a bridge between the old and the new. What is already inside you that will support the shift? How do you begin to embody the new way of being; integrate the shift into everyday?

What mechanisms can be put in place to short-cut the FROM appearing particularly in times of stress or when we are caught in a racket? How do I embrace this new mindset? What is my plan for putting this into action – what steps do I take? When? With whom? Do I need support to do this? If so what is it? How do I get that support?



FROM



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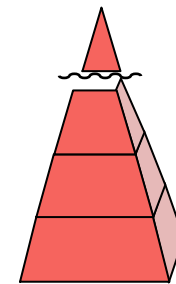
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TO

Example FROM TO Feedback for Leader Example

From Iceberg

Giving solutions
Overloading with ideas
Interrupting
Speaking fast
Immediate decisions
Directives - no discussion

Impatience
Annoyance
Anxious
Stressed
Overwhelmed

I know what's needed
Just do it !!
I'm busy &
have no time
for chit chat !

My success is
paramount
No failures

Need for control

"EXPERT" MINDSET

To Iceberg

Asking for input & opinion
Seeking ideas
Asking questions
Canvassing to set
priorities
Listening
Reflecting

Trusting
Allowing
Caring for them
Curiosity

I need to 'lead'
not have all
the answers
They ARE
bright
I can achieve
more through
them

Others
AND
my success

Being of Service to
others

"COACHING" MINDSET

Example FROM .. TO

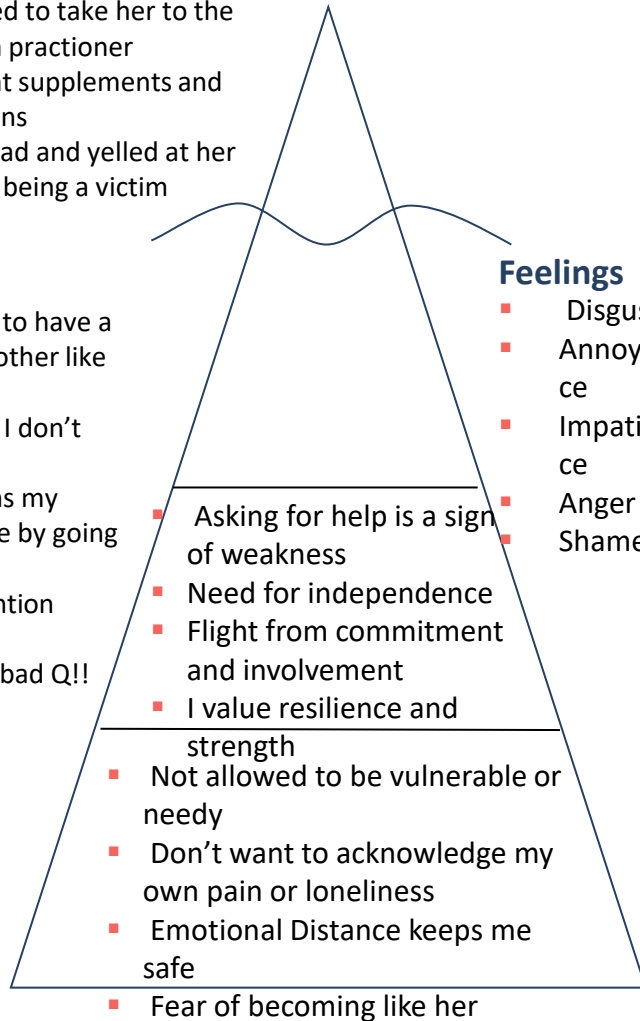
Dealing with my Mother's Hypochondria Example

My Behaviour

- Ignored her
- Offered traditional solutions
- Offered alternative solutions
- Offered to take her to the health practitioner
- Bought supplements and vitamins
- Got mad and yelled at her about being a victim

Thoughts

- Why do I have to have a complaining mother like this ?
- I am superior – I don't need this
- She always ruins my holiday at home by going on like this
- She is just attention seeking
- It can't be that bad Q!!



My Behaviour

- Be Present
- Ask genuine questions to get her to tell me more
- Body language
- No solutions
- Allow as much time as it takes

Thoughts

- She has had a hard life
- Its not easy being old and alone
- I like her have pain though it is different in form
- She is lonely and wishes to talk about what is important to her

Feelings

- Concern
- Empathy
- Compassion
- Curiosity

