

Coaching for Professional & Personal Development

Kathy Green





"The one thing people are never good at is seeing themselves as others see them.

A coach really, really helps."

—Eric Schmidt, Former Google CEO



Coaching Staff



Joe Burke



Katherine Gilliland



Kathy Green



Val Schwartz



Coaching Staff



Joe Burke



Katherine Gilliland



Kathy Green



Val Schwartz

And coming soon....



Brandon Barbour



What is Coaching?



...partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.”

International Coach Federation (ICF)







In coaching I learned how to manage my own self doubt and mental health challenges. I built tools for working through my own fear and past trauma when working with others. Conflict was the most terrifying idea to me after a previous work trauma and my coach helped push me to tackle it head on. It gave me an example of positive conflict and built my own confidence for managing my anxiety.

– Ashley Avis, Class of 2021





I believe coaching was beneficial mainly because it feels like you are arriving at solutions yourself. The coaches do a great job of helping you unpack your thoughts and why you might feel that way and help you arrive at a solution or process yourself. That is much more impactful than someone telling you what to do and allows the answer you arrive at (whether that solution is a process or shift in mentality) to stick with you.

—Vasanth Ramdas, Class of 2022





For me, coaching helped me tune into the difference between identifying my passions and the path that makes me feel happy and fulfilled, as opposed to focusing on a lot of external messages about what I've been told success looks like. The ability to reflect on that in real time made a huge difference in the way I approached and internalized the job search process.

–Elaine Huspeni, Class of 2022





Coaching sessions helped me get some of the feedback I already knew I needed to hear, along with feedback I did not know I needed. Both aspects were equally important.

– Andrew Williams, Class of 2014





Coaching is a Trust Relationship

I worked with my coach throughout the year and developed a level of trust with her where I felt like I could talk to her about anything. With that, after receiving challenging or difficult feedback throughout the year, it was easy to be receptive as she helped me understand how my teammates were criticizing my performance. This, along with conversations with her just about how things were going, were very helpful and crucial to my success in the program

—Richard Baker, Class of 2022





Coaching is a Supportive Relationship

One thing that I learned throughout the year that my coach brought to my attention was "you can do hard things". Now, each time I am faced with a challenging situation in life, whether it be moments before taking a certification exam, or having difficult conversations with people in my personal life, I always tell myself "You can do hard things. You've done harder things in life."

—Anonymous by request, Class of 2022



Coaching is a Collaborative Relationship

Coaching helped me reframe how I looked at the MSA program challenges. It is easy to lose perspective about your strengths, what is getting in your way and what changes feel doable. I learned how to engage in constructive self talk to unpack a situation and dig my way out of a hole that continues to work after the program.

—Laura Lancheros, Class of 2020





Coaching Model





STUDENT COACH

- Has an agenda
- Pursues greater self-awareness
- Envisions success
- Assumes responsibility
- Considers multiple possibilities
- Uses big-picture thinking
- Takes action



- Listens
- Acts as a sounding board
- Makes observations
- Challenges blind spots
- Encourages shifts in thinking
- Champions opportunities
- Maintains confidentiality
- Adheres to a code of ethics



Coaching can be a life changing relationship

I still carry the increased self awareness, self assurance, and empathy I learned during coaching. Further, I feel equipped to think through situations and come to a good solution independently. And when I inevitably do not handle something as well as I wished, I am more able to reflect and learn from it. Coaching helped me move from being a perfectionist, one right answer mindset to always be improving.

– Anonymous by request, Class of 2017



Coaching can be a life long relationship

Coaching is never over! I still meet with my coach every few months. Coaching continues to help me learn what I want out of a career. As my professional career has progressed, coaching has helped me understand what values are important to me in the type of work that I am doing. It has taught me to trust my judgement and realize that I can continue to humbly learn while being confident in my work.

– Anonymous by request, Class of 2021



Logistics

- At least one session every four weeks; more as needed/desired
- Work with the same coach throughout
- Coaching typically starts after the end of summer session
- Coaching sessions are usually 30-45 minutes long
- Appointments may be scheduled in person or via Zoom



Professional Development Portfolio





Professional Development Portfolio



Professional Development Portfolio

Name: <YOUR NAME GOES HERE>

MBTI: <MBTI 4 LETTER TYPE & LINK TO MBTI REPORT GO HERE>

CliftonStrengths: <TOP 5-10 STRENGTHS & LINKS TO PDF REPORTS GO HERE>

EQI: <LINK TO EQ-I 2.0 REPORT GOES HERE>

Peer Feedback: <LINK TO PEER FEEDBACK INTERFACE GOES HERE>

Professional Development Overview

The Institute's mission is to produce the world's finest analytics professionals. If we accomplish our mission, the version of you that receives a diploma in May 2022 will be different from today's version of you. That change won't happen to you, magically; rather, you must invite it. During your time as an MSA student, we ask that you open your mind – not only to learn the technical skills necessary to land a desirable job offer, but to cultivate traits and behaviors that will allow you to truly excel in (and enjoy) your career. This document is a space for you to record your goals and track your growth between now and May 2022 – and beyond, if you wish to continue using it after graduation. (We hope you will!!)

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Professional Development Portfolio



Coaching Session 1 - Date:

Pre-coaching session

Successes and/or wins I've had since my last coaching session:

Challenges I've experienced and how I've handled them:

Shifts in attitude or awareness I've experienced:

At this moment, the biggest challenge or issue I am dealing with is:

|

During this coaching session I want to focus our attention on:

Other things I might like to work on in later coaching sessions:

Post coaching session

Key takeaways from this coaching session:

Action plans I've committed to:

Anything else you'd like to share? *This may include commentary on the session or conclusions you've reached since the session.*

Coach's Feedback



Coming Attractions

- EQ-i 2.0 Assessment: Complete by July 13
- Introduction to MBTI: July 15
- EQ-i 2.0 Results: July 18
- Meet the Coaches Q&A session: July 20
- MBTI Results: July 21
- Introduction to Peer Feedback: July 26
- CliftonStrengths: Complete by July 28
- MBTI Activity: July 29
- CliftonStrengths Debrief: August 1 / August 8
- Goal Setting & Action Planning: August 2 / August 9



Questions?