

Coaching session 1

Introduction

The coaching session took place with John, a long time friend of mine. John runs several businesses including a school of which he is one of three directors. Currently, I also work for this school as a teacher for one of the courses offered there. John is approximately 20 years older than I am. The session took place on a Thursday afternoon after the school had closed and the students had gone home.

Prior mood

Before the session John's mood was good. He just received word by the inspectorate for education that the school was re-accredited for another 3 years. Before we started the interview he gave me this news with a big smile. This brought me in the PEA as well as together we had worked hard the weeks before that to make sure everything would be in order for this re-accreditation.

Description of the session

Before starting with any questions I explained the purpose of the interview in detail. Before the interview I had already explained the purpose in more general terms but to make sure we had the same expectations of the interview I thought this was good. John nodded understandingly and smiled and told me he really liked me doing this as he had done similar things when he was about my age. He started to tell a story about Pete, his coach during his time as a Gilwell trainer in the Dutch Scouting association. He told Pete was a important role model for him as when he was around my age he was struggling to find something he wanted to do. In scouting (and particularly the Gilwell courses) he found was able to help other people in coaching them. In this process Pete played an important role for him to coach him becoming a better coach.

After this story, I started off with the first question on where he wanted to be within 10-15 years. Although this was intended to reinforce his PEA state it had the opposite effect as his mood changed completely. Instead of his previous smiling his face went sad and he told me hoped he could complete his PhD. This was very important to him as he had already tried twice to accomplish this but had failed both times. Being interested in doing a PhD myself this also put me in a NEA state as I could imagine failing a PhD is something that can be very negative. We discussed the need for a PhD (as compared to having a Master degree) for a while but the negative emotions did not disappear. Therefore I asked about his vision of other aspects in life (work, personal life). This had the desired effect as he told me he wanted to set-up a new school based on a methodology used in Scouting. Scouting is an important aspect of Johns' life so being able to talk about this brought him back in the PEA. His mood changed again to a NEA state when he shared his vision about his personal life. He put his arms on his chest and told me he hoped to be still alive as he had cancer (I had known this before).

To break out of this negative state I asked the second question regarding the person he wanted to be. After he thought about it for a while he told me that he saw himself as an educator. During his life he had always been an educator in one role or another and really liked this role. He told this in an enthusiastic manner. Especially his eyes seemed enthusiastic and made me feel positive as well.

When asked about the people that helped him to get here he directly mentioned Pete and two more people he met through Scouting (James and Mike) that he started a business with when he was younger. He talked about this business and the importance of doing this with people you like and have skills that complement yours. We discussed the intricacies of starting businesses. When I asked if there were other people or relationships he found valuable in his life, he told me his relationship with his children (who have already grown up) was also something important to him. He mentioned especially his relationship with his daughter which was not really when she was younger. When he divorced his wife this relationship took a hit and he was only able to restore this when his daughter was older. When telling about the relationship with the daughter he moved first to the NEA shortly (when telling the relationship went sour) and then back again to the PEA (when he told he was able to restore it).

To end the session with a positive twist I tried the 50 million dollar question. He laughed at it, took some time to answer me and answered that he would start doing his PhD. However, he also told he liked his current work at the school so he did not want to give this up. I offered the possibility to combine the two which seemed like an interesting idea to him and told me he would think some more about this. This concluded the session, he drove me to the train station and we both went home.

Outcomes and possible results

The outcome of this session the coachee started thinking about the possibility of doing a PhD while combining this with his work as a director of a school.

Coaching session 2

Introduction

The interview took place with Jessica, a MP in the Netherlands. We have known each other for about 2 months when we met in an event for young talented people. Currently, I am affiliated with this network as a member and we I see Jessica somewhere around one time each month. The coaching session took place on a terrace after one of the group meetings.

Prior mood

Jessica's mood at the start of the interview was good. Together with the rest of the network we just had a good session. She felt happy about it and was clearly in the PEA. This was clear of her overall facial expression.

Description of the session

Before starting the session I explained the purpose of the coaching session in detail. I had told Jessica in general terms what the assignment was about beforehand. Now, I explained it again but in a more detailed way. After she agreed again she wanted to participate I started off with the first question on her vision (What do you want to look like in 10-15 years). Before answering me, she told me to think this over for a bit to which I gave her some time to do so. After a minute or so she told me she got an answer and that she hoped she could influence people in a positive way. Thinking this was a vague answer, I pushed her to make this less abstract and she told me she hoped to become the leader of her fraction in the Dutch parliament or maybe become a Member of European Parliament (MEP). She told me this while laughing and clearly being in a positive state. Being interested as why she wanted to become one of these two options, I asked her why she saw these goals for herself and what made her have to wait 10-15 years to realize this. This question moved her into the NEA while her face saddened. She told me that, in order to become an MEP for the Netherlands the ongoing culture is that you should have a strong experience in national politics and have a strong network which can vouch for you. She did not have the latter yet and realized this was something she could work on more.

Knowing she has strong values for which she cares, I asked the second question regarding the virtues and values that were important to her. Without thinking, Jessica smiled and told me this was trust in others and helping others. She told the story of her son who was able to graduate high school as a result of his trust in his teachers. As a politician, she believed these values were required for her to build good relationships with members of her own and other fractions. This response let me to ask the third question about people that helped her to become who she is now. She directly mentioned Ella, a senior politician in her party who got her interested in politics when she was younger. "Ella showed me you can have real positive impact in the lives of people by being a politician" she told me. Furthermore she mentioned her husband who took care of the kids when they were younger so she could focus her attention on her career. Throughout this Jessica was in the PEA, smiling while she told her story. However she moved to the NEA when she told me that this combination of work and personal life was not always easy. "When you have to work late during campaigns I find it hard I can't see my kids each night" she told me. Even though she did not mention them her kids seem pretty important to Jessica so I asked if they were important for her. She smiled, clearly moved into the PEA again and told me this was most definitely the case and that she has become a politician to help create a better world for them.

Before ending the session I asked the 50 million dollar question. After thinking about it shortly she sighed and told me with a sad expression on her face money is not the only thing that matters. Here she briefly touched the NEA before moving back into the PEA by stating that if she received such a price it would go to social welfare products in her neighborhood to help people find jobs. With this positive note we ended the interview.

Outcomes and possible results

The main outcome of this session is that the candidate will actively try to form a network which can vouch for her to become a MEP.