

APCC 2012 Conference  
Coaching Beyond Boundaries

You ARE the Intervention:  
*Just How Good Could You Be?*

**The Shadow Knows**

with

Dr. John J. Scherer

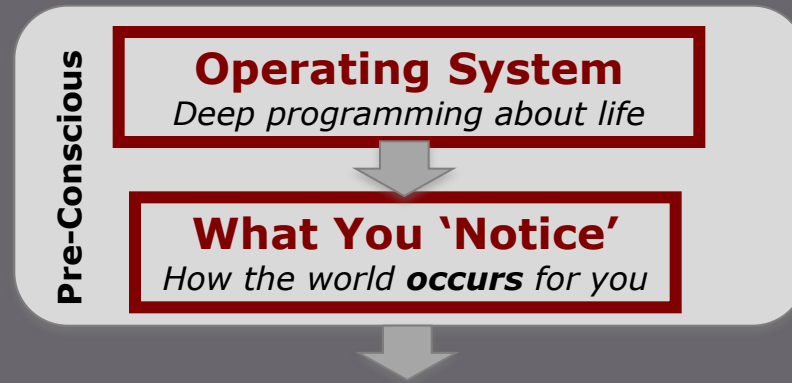




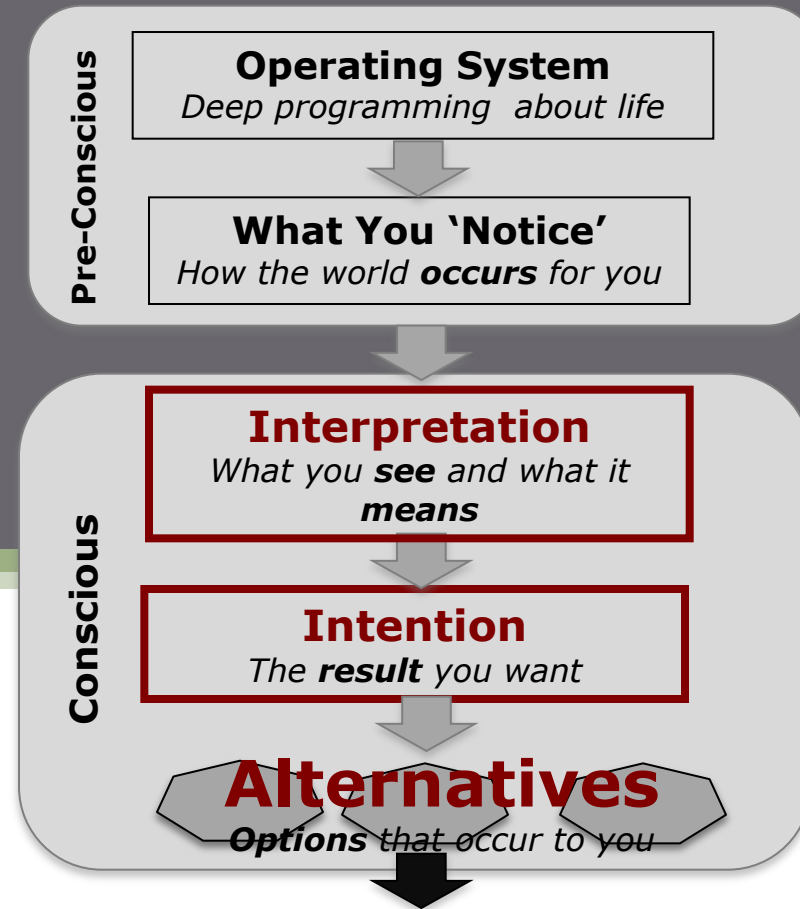
**Everything you KNOW, every coaching model you USE, is put into action through WHO YOU ARE as a human being. . .**



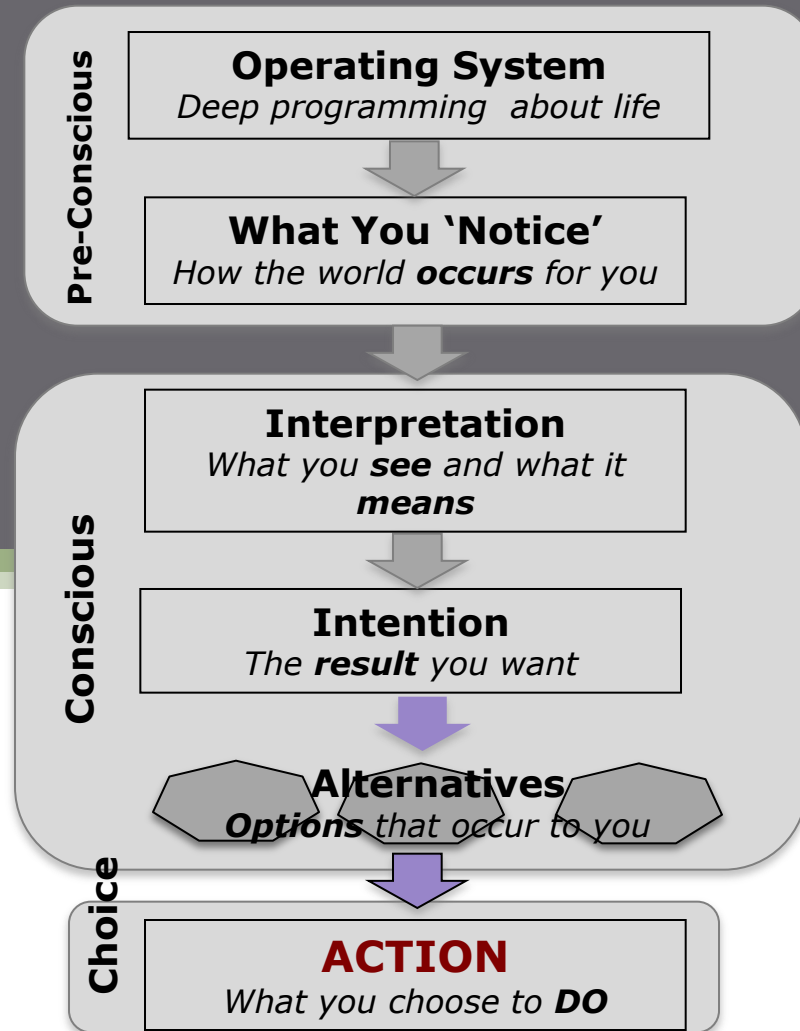
# Why You Do What You Do as a Coach



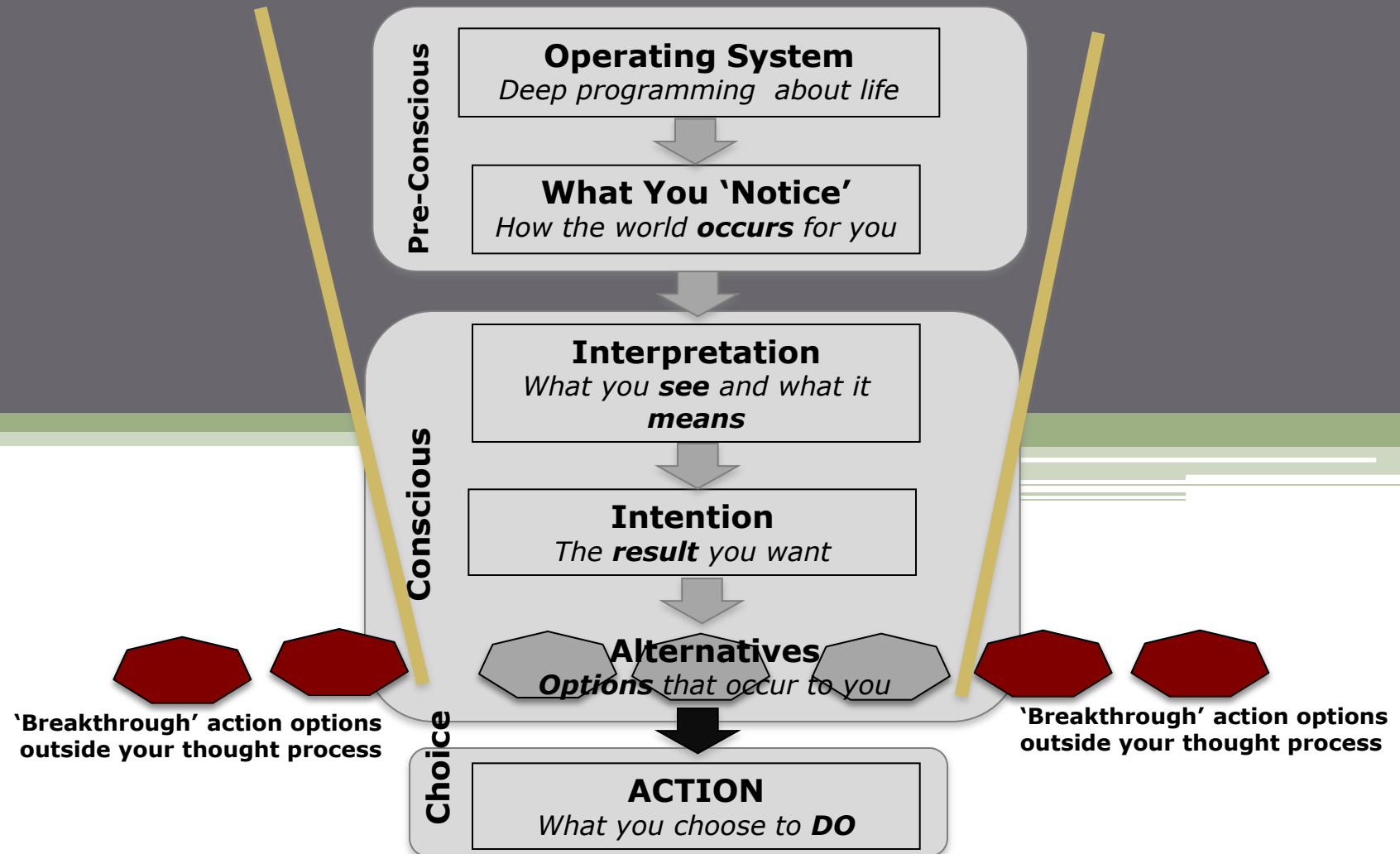
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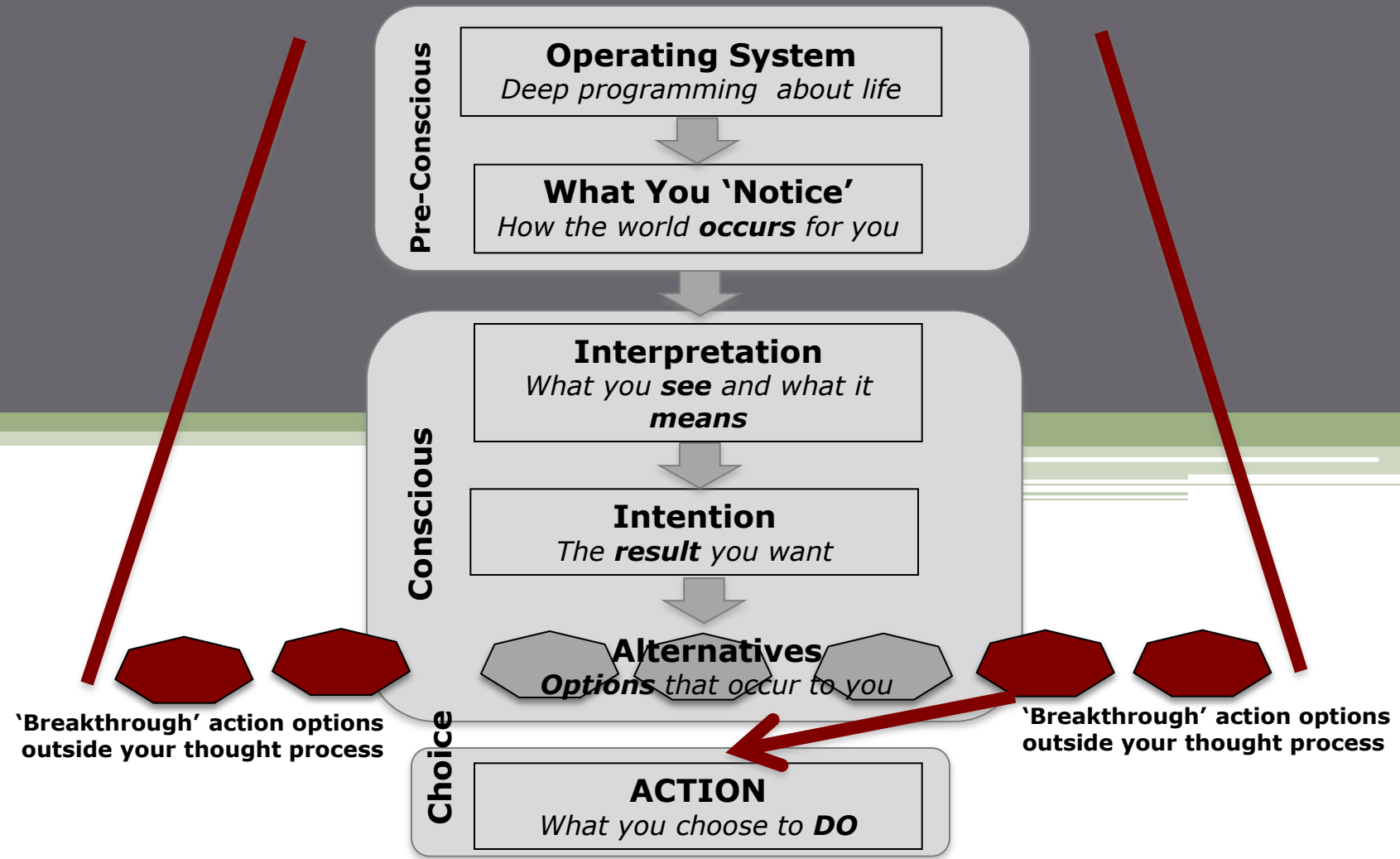
# Why You Do What You Do as a Coach



# Why You *Don't* Do What You Might *Need to* Do as a Coach



# Expanding Your Coaching Options



## Shopping for clothes. . .



**What were your  
*actual* options?**



**Exploring Your  
'Operating System'  
Peeling the  
Onion**

*My Shadow*

*My Persona*

[Empty box]

[Empty box]

[Empty box]

[Empty box]

*My Shadow*

*My Persona*

- Quick/Bright
- Warm/Inviting
- Resourceful
- Spirited
- Insightful
- Courageous
- Strong

[Empty box]

[Empty box]

[Empty box]

[Empty box]

*My Shadow*

*My Persona*

Mean/Cruel

Quick/Bright

Self-Absorbed

Warm/Inviting

Bigoted

Resourceful

Slow/Stupid

Spirited

Lost/Lazy

Insightful

Weak/Needy

Courageous

Dependent

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[Empty box]

**My Addiction**

[Empty box]

**My Terror**

**'A Loser'**

**McGyver**

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**Remembered**

**My Addiction**

**Ignored**

**My Terror**

**'A Loser'**

**McGyver**

## Your Operating System: A Quick Peek

### People I Respect/Admire



### Their Characteristics



### People Who Repulse Me



### Their Characteristics



**Good News, Bad News & Even Better News. . .**

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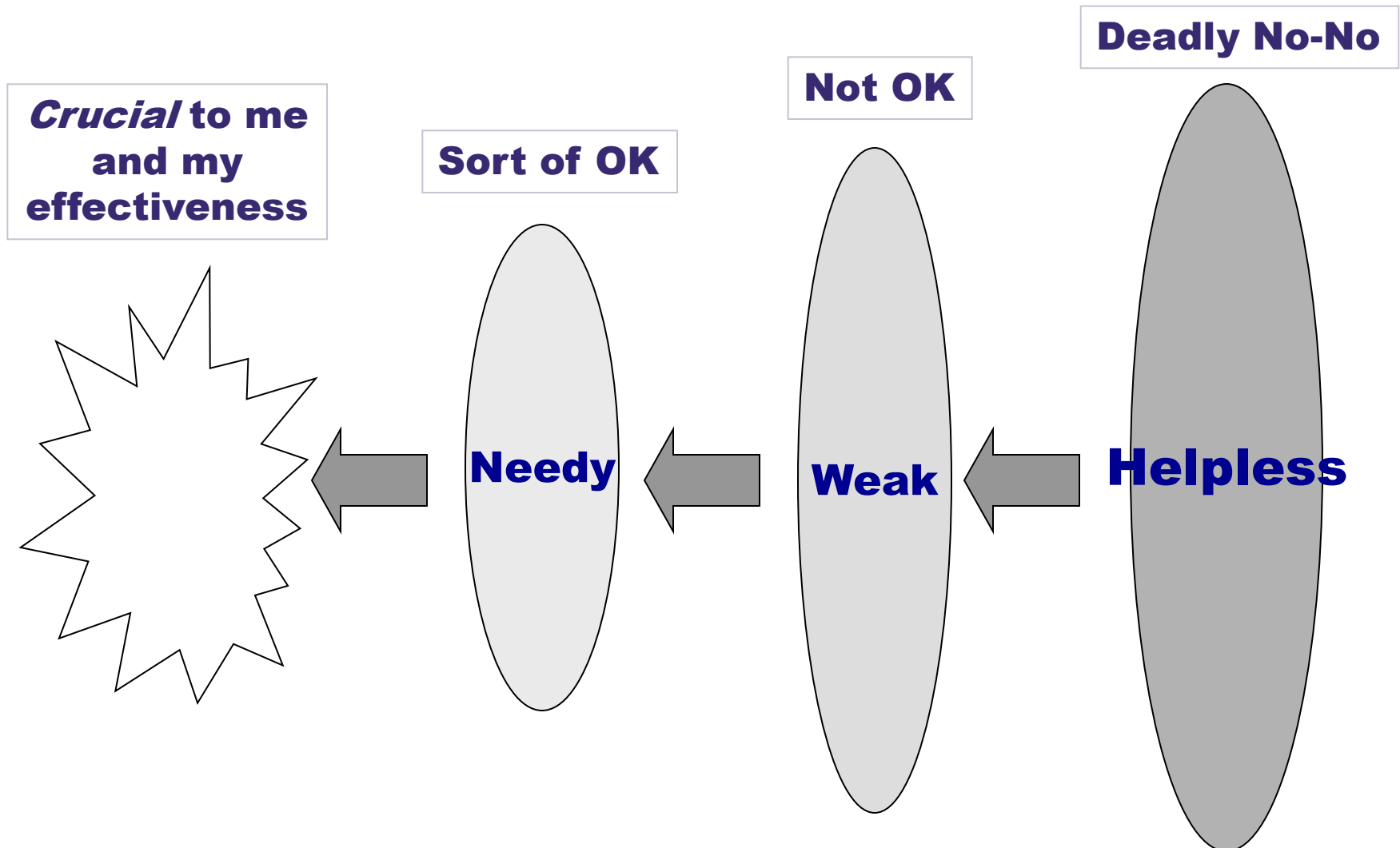
**What is your Shadow Character really good at?**

**What do you have to learn from him/her that would be a breakthrough in you as a coach?**



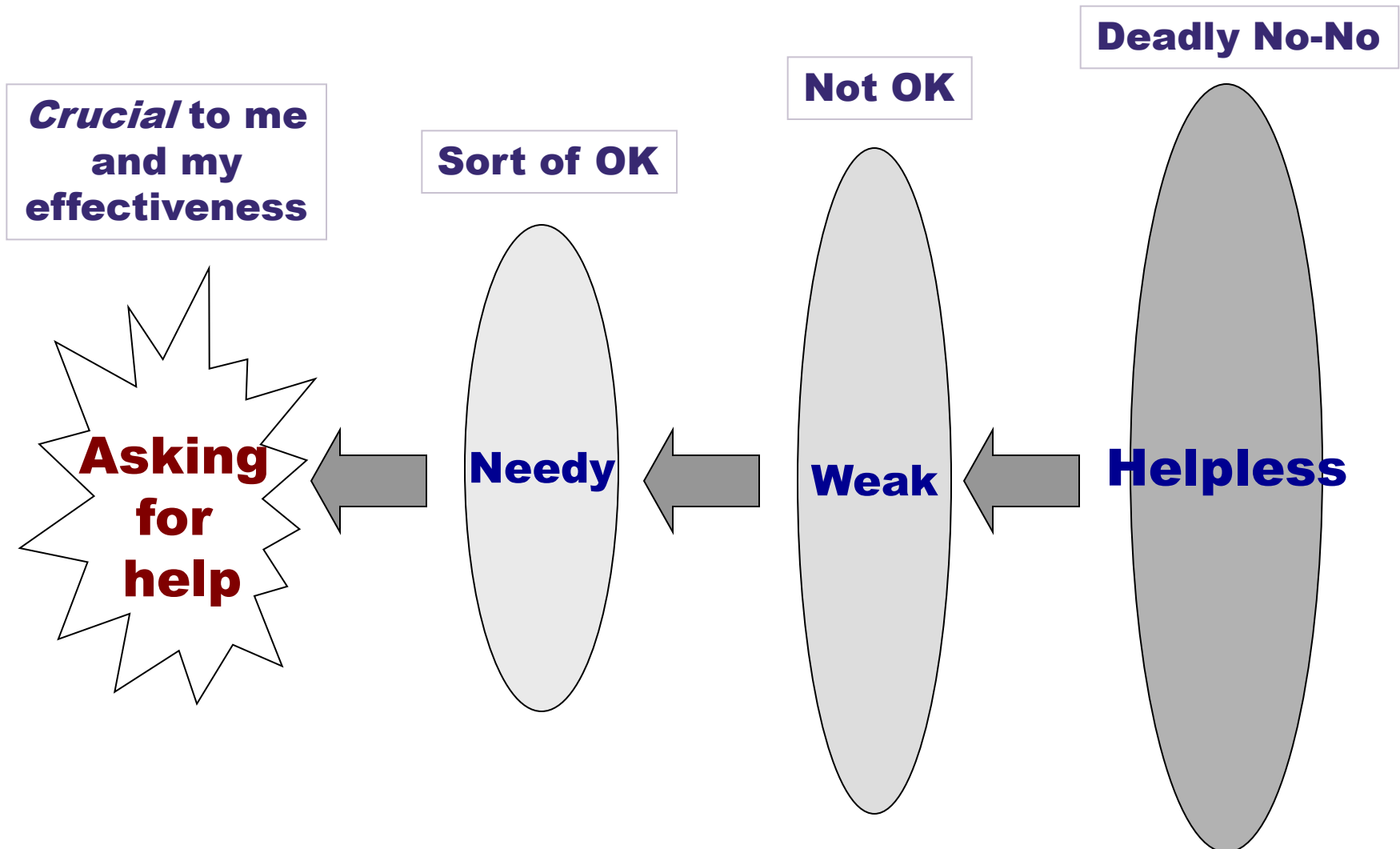
# Finding Coaching Stretches in Your Shadow

## *The Thermostat*



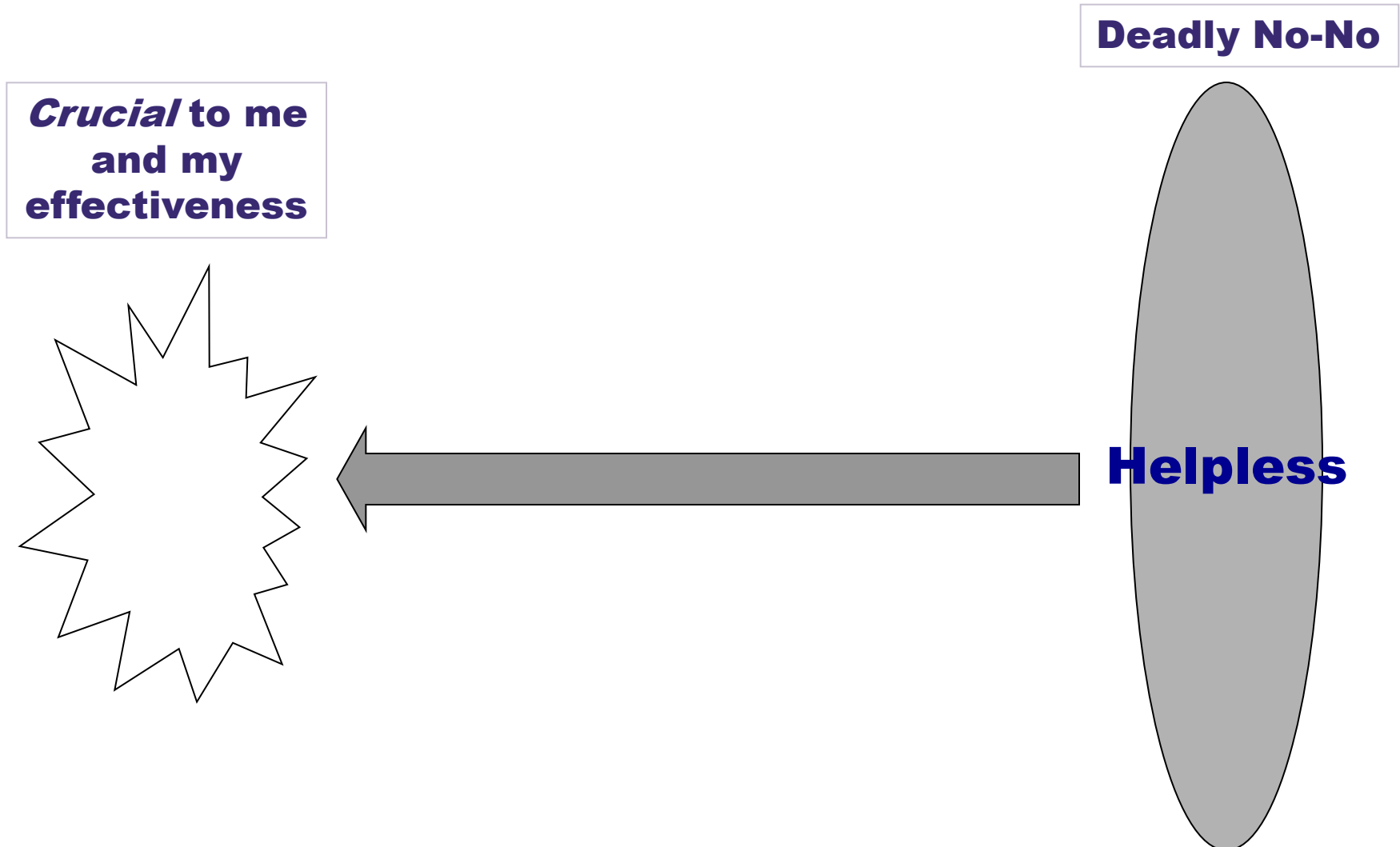
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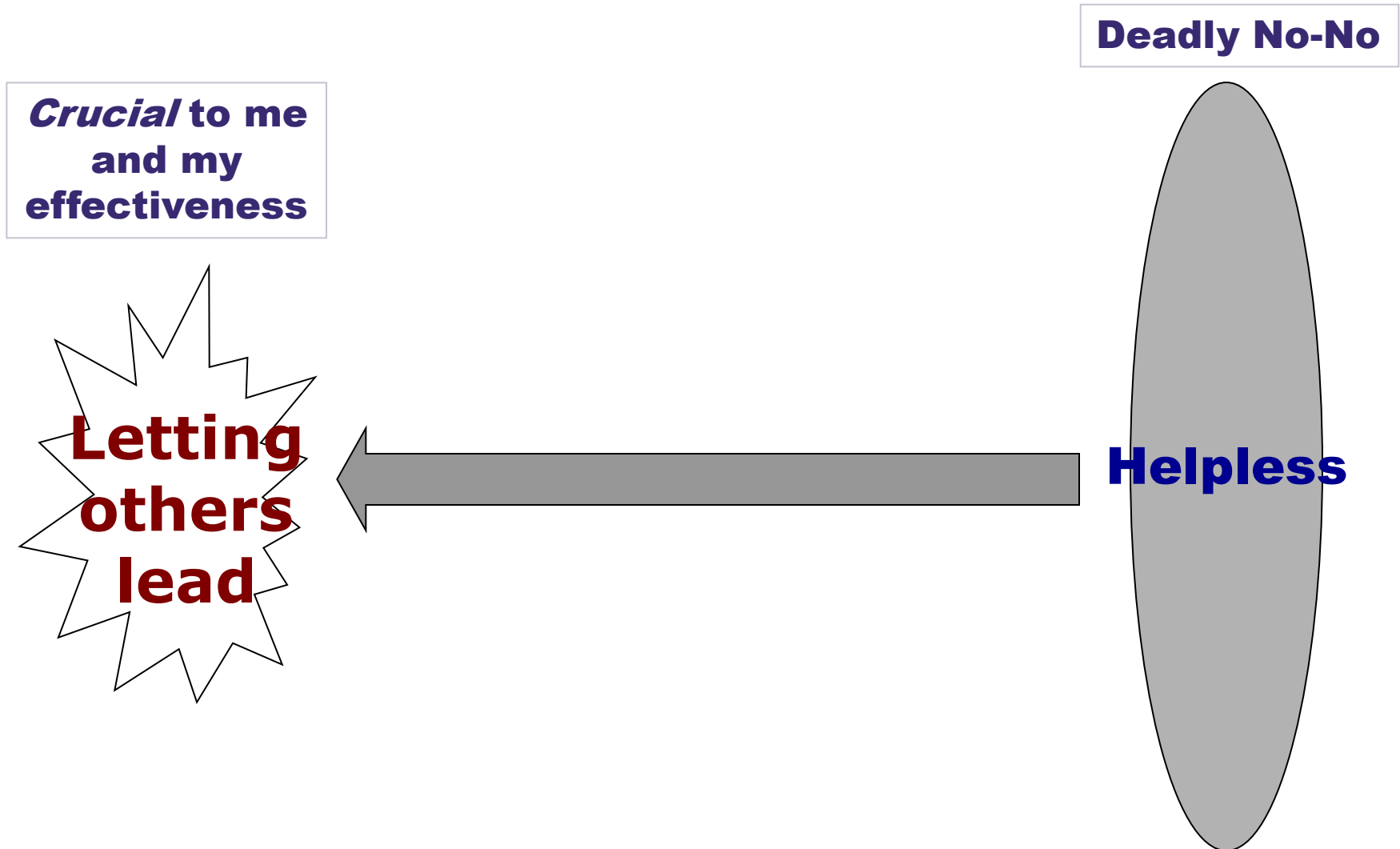
# Finding Coaching Stretches in Your Shadow

## *The Thermostat*



# Finding Coaching Stretches in Your Shadow

## *The Thermostat*




# Finding Coaching STRETCHES in Your Shadow

## Crucial to me

My effectiveness could increase as I have the courage to:

## Deadly No-No

Up to now I have been avoiding being:




**What you need to go to the next level as a Coach may *not* be more Persona.**

**Maybe you just need a few 'Stretches' from your Shadow.**

■ ■

**Thank you, APCC 2012!**

**For a set of these slides, go to**

**[www.SchererCenter.com/APCC](http://www.SchererCenter.com/APCC)**



**An international consortium of experienced consultants, coaches, change facilitators and development specialists committed to *transforming the world at work.*™**

**For more information contact SLI at**

**[Info@SchererCenter.com](mailto:Info@SchererCenter.com)**



# Our Approach: *Real people, real issues, in real time*



The two principals, John Scherer and Amy Barnes, typically deliver bespoke workshops in an interactive style. They Combine brief content delivery with engaging exercises, Group-work, discussions, and skill-practice based on real issues.

***‘ We are impressed by your natural and professional way of doing things. You create an environment everyone feels safe to share their views. Your valuable input on tools and solutions is very helpful, and participants always leave your sessions inspired to take action with new ideas. This is a great achievement! ‘***

(Board Member and Head of HR)