


A Coaching Mindset

 Empowerment Coaching Network	JUDGER MINDSET* (FIXED***)	LEARNER MINDSET* (GROWTH***)
General Mindset Characteristics	<ul style="list-style-type: none"> • Automatic / default; reacts • Either / or; right/wrong • Resists change • Win/Lose relating • Uncooperative • Protective and closed • Assumes that others have a distaste for work • Assumes that others must be coerced • Assumes that others have little ambition • Sees coaching as “What I do” 	<ul style="list-style-type: none"> • Thoughtful / intentional; responds • Both-And thinking • Embraces and harnesses change • Win/Win relating • Collaborative • Curious and open • Assumes that others want to work • Assumes that others are committed • Assumes that others are capable of more • Recognizes coaching as “Who I am.”
Mindset Viewpoints**	FROM	TO
PEOPLE How I view myself and others	<ul style="list-style-type: none"> • Treating others as lacking and inadequate • Rigid, inflexible • Oriented toward rejection and defense • Afraid of differences • People are problems to be solved • Push others to overcome weaknesses 	<ul style="list-style-type: none"> • Treating others as resourceful, and capable • Flexible • Oriented toward acceptance and negotiation • Differences are valued • People are full of untapped potential • Coaches around talents and strengths • Created in God’s image
KNOWLEDGE How I view what I know and what others know	<ul style="list-style-type: none"> • Assuming that I already know • Know-it-all mindset • Judgmental observer, based on our own beliefs or opinions • Feedback = rejection • Intelligence is something you demonstrate 	<ul style="list-style-type: none"> • Listening for what others know • Beginner’s mindset • Unbiased observer, based on what’s true and useful • Feedback = worthwhile • Intelligence is something you develop • Jn. 10:10 They can hear the Shepherd’s voice
TASK COMPLETION How I view getting things done	<ul style="list-style-type: none"> • Telling people what to do • Giving advice • I can do it better than you 	<ul style="list-style-type: none"> • Asking people how they want to contribute • Withholding advice • Others will grow if they take ownership • Eph. 2:10 – God has prepared good works in advance
PROBLEM-SOLVING How I view solving problems	<ul style="list-style-type: none"> • Fixing problems for others • Intolerant of imperfections • Problem focused • Limited possibilities • Debate to win 	<ul style="list-style-type: none"> • Helping others take responsibility for their own solutions • Tolerant of self and others • Solution focused • Unlimited possibilities • Dialogue to understand • Phil. 4:6 Let your requests be made known unto God.

Merging of 3 conceptual models by Tim Cosby

*The Inquiring Mindset, Marilee Adams, InquiryInstitute.com

**Coaching for Engagement, Hancox, Hunter and Boudreau

***Mindset: The New Psychology of Success, Carol S. Dweck, Ph.D