

Sensing the flow

- Checking my guiding principles, belief systems and world views (mine and the Coachee's)
- Recognizing my biases and values
- Questioning if what I am hearing may be a "social group identity cue"

Entering the flow

- Naming what I notice
- Noticing what I want to ignore
- Collaboratively exploring what data are important
- Holding space for an emergent conversation to unfold

Navigating the flow

- Probing for power dynamics related to group identity
- Exploring emotional self-awareness/ image management
- Using cultural cues to navigate the terrain of the conversation
- Leaning into vulnerability and "Use-of-Self"

The Fifth Domain Checklist



- From what I know about my/my Coachee's group identities, what might be my blind spots?
- What is my worldview & what are my most closely held values?
- How confident am I in my ability to navigate a conversation about identity? How will I develop competence in this area?

- What are our beliefs about what makes a good coaching relationship?
- What are our respective social group identities & worldviews? Where do they differ or overlap?
- What are the in-group or out-group power dynamics that could potentially play out in this coaching relationship?

- What are the norms for addressing our different perspectives, worldviews, and biases?
- How will the Coach/Coachee navigate blind spots?
- How will the Coach intentionally check their biases throughout the engagement?

- Coach/Coachee periodically check in on norms.
- Coach/Coachee navigate and process different perspectives throughout the engagement.
- Coach periodically check biases with Coachee and re-establish common ground.