

Fifth Domain Scenarios

(Internal)

Directions:

Please review the scenario assigned to your group. After briefly discussing your understanding of the coaching issues presented, answer the following questions:

1. Are you sensing something related to the Fifth Domain with this Coachee? How will you name what you are noticing?
2. How might your own social group identities, biases, values and worldview play into how you have this conversation?
3. Where might you want to start the conversation considering the *flow* of the Fifth Domain?

TANYA is the only African American person on the communications team. She has been a member of your team for 10 years and has done great work. She has been fairly extroverted, sharing her ideas openly. Lately, you have noticed she is more subdued in team meetings. You've seen team members interrupt her while speaking and, once even caught another team member attempting to take credit for one of her ideas. You are starting to suspect this recurrent behavior is having a cumulative impact on Tanya. You have a one-on-one with her coming up and you plan to raise this issue.

DAMON comes to you for advice. He is up for promotion next quarter. He wants your feedback on how best to prepare. His presenting concern is he is not "the type" that usually gets leadership opportunities and wants to know what he can do to enhance his chances for promotion. You know very little about his social identity groups, except he is in his mid-thirties and has a wedding photo of him and his same sex partner on his desk. You suspect that his reference to not being the right "type" is about him being gay, in a heteronormative culture...but you're not certain.

KARIMU is one of your internal coaching clients. He is Muslim and has expressed the importance of his religion to you on multiple occasions. He has never talked about his religious identity in terms of how it impacts him in the workplace, only in terms of his personal relationships. He comes to you today feeling unusually stressed, and says he doesn't know why he's feeling this way. He is wondering what's "wrong with him" and hypothesizing he may be off balance because he hasn't done his "self-care" practices this week. Or maybe it's the new job he's considering applying for? You read that morning about the terrorist mosque attacks in New Zealand and wonder how it's impacting him.

Notes:

Fifth Domain Scenarios

(External)

Directions:

Please review the scenario assigned to your group. After briefly discussing your understanding of the coaching issues presented, answer the following questions:

1. Are you sensing something related to the Fifth Domain with this Coachee? How will you name what you are noticing?
2. How might your own social group identities, biases, values and worldview play into how you have this conversation?
3. Where might you want to start the conversation considering the *flow* of the Fifth Domain?

CHRIS came to the coaching partnership to improve the relationship with his three direct reports in the Foundation at which he works. Chris is one of three Directors of a prominent Arts foundation and has responsibility for all programs under his jurisdiction. Chris identifies as a white, gay, male and is recently recovering from a series of chronic health issues. He sought coaching support because “It just seems like my relationships at work, particularly with my direct reports, are getting harder to manage. And one, with the African American woman on the team, is so bad I just avoid talking with her directly if I can.” He can’t understand why these relationships are so difficult for him to manage.

TRISH recently retired from an Associate Dean’s position at a local University. She had worked for the University over 18 years, in various positions of increasing responsibility, and at age 57, she retired early to begin a second career as a Project Manager. You’d coached Trish in the past and she called recently to ask again for coaching support. “I just can’t get anyone to call me back. I think they look at my resume and figure I’m too old for the job – no matter my qualifications. I’ve read that age discrimination is a real problem, but I’m not really sure if my age is what is holding me back.”

IMRAN is a high-potential Project Lead for a tech start-up, specializing in animated K - 12 history curriculum. He was born in India, with diminished hearing. His hearing has worsened over the past few years and he is no longer able to participate in project briefings without the use of an amplification device or an interpreter. The company CEO recently suggested that Imran not attend a high-level meeting with a new client because “it looks bad for a tech company, like us, not to have figured out a better way for you to communicate. It’s not personal... we just need to manage our image with this new client.” Imran loves his job and is one of the company’s most innovative animators. Until this exchange with the CEO, he thought he was on track for promotion during the next rating period. You’ve been coaching him for 3 months in the area of executive presence and he has just shared with you what the CEO said. He shows no emotion as he shares this with you.

Notes:
