
Embodying our Authenticity

Enhancing Coaching through Self-Mastery & Presence

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Your Presenter

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Focused on self-mastery, conscious leadership, and healing

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Warm Up

Share one word in the chat that describes what authenticity means to you.

Ground Rules

Engage fully

Keep an open mind

Practice *Active Listening*

Share openly and succinctly

Respect confidentiality



Listen as if for the first time;
you're not yesterday's you,
and today's never been lived.

01

Deepen understanding experientially of authenticity in coaching

02

Experience the power of presence

03

Enhance active listening skills

04

Cultivate self-awareness through reflective inquiry

05

Apply authenticity principles in real-time

Objectives





Authenticity in Coaching

"Authenticity is the daily practice of letting go of who we think we're supposed to be and embracing who we are." - Brené Brown

The Essence of Authenticity

Beyond the Buzzword:

- Authenticity is the foundation of genuine connection, not just a trendy term.
- It's about showing up as your true self, free from pretense.

The Essence:

- Align actions, words, and values to foster trust and integrity.
- A dynamic practice of continuous self-awareness and self-acceptance.

ICF Core Competencies

Maintains Presence

Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident.

Listens *Actively*

Focuses on what the client is and is not saying to fully understand what is being communicated in the context of the client systems and to support client self-expression.

Evokes Awareness

Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor or analogy.

Skill 1

Seeing the Loving Essence



Seeing the Loving Essence is a practice of recognizing and connecting with the core, unchanging essence of another person—a place of unconditional love, compassion, and true self. It transcends surface-level judgments and focuses on the inherent goodness within each individual.

Seeing the Loving Essence

Origin

This concept originates from the teachings of Drs. Ron and Mary Hulnick, pioneers in Spiritual Psychology.

Key Principles

- Presence: Fully engaging with another person in the present moment, free from distractions or preconceived notions.
- Unconditional Positive Regard: Holding a space of non-judgment and deep respect for the other person's true self.
- Compassionate Connection: Establishing a heartfelt connection that honors the loving essence within both yourself and the other person.

Exercise 1: Solo Reflection

Think of a recent moment with a client, colleague, or loved one where you felt fully present. What made you feel engaged at that moment?

In that interaction, did you perceive the "loving essence" of the other person? How did it change your perception of them?

Recall a time when you struggled to see the loving essence in someone. What got in the way, and how did it affect the interaction?

When was the last time you felt truly seen and appreciated for your own essence? How did that impact you?

Consider a future coaching session or interaction. How can you practice seeing the loving essence? What do you need to let go of to be fully present?

Reflect on what you've learned about yourself through these questions. How can this insight enhance your coaching practice?



Skill 2



Active Listening Framework

Active listening is a practice of fully focusing, understanding, and responding to clients without judgment or interruption, allowing them to explore their own thoughts and insights.

Ten Components of Thinking Environment

01



02



03



04



Attention

If you offer Attention that is fully focused and *genuinely curious, without interrupting or planning your response*, the person will think more deeply.

Equal

If you *regard the person thinking as your Equal*, despite any power differences, they will think more effectively than if you consider yourself superior in wisdom or knowledge.

Ease

If you are at *Ease within yourself*, regardless of external urgency or chaos, others will think more clearly and quickly around you than if you appear hurried.

Appreciate

If you *Appreciate people five times more* than you criticize them, they will think more clearly and imaginatively around you than if you focus on their faults

Ten Components of Thinking Environment

05



06



07



Encourage

If you Encourage people to explore the edges of their thinking by *championing their strengths*, they will think more effectively around you than if you compete with them.

Accurate

If you provide Accurate and complete Information and *respect their ability to face what they have been avoiding*, they will think more clearly around you than if you support their false assumptions.

Feelings

If you welcome the expression of people's Feelings and *remain calm in the presence of emotions* like tears, anger, or fear, they will think more clearly around you than if you try to suppress them.

Continued

Ten Components of Thinking Environment

08



09



10



Diversity

If you value *Diversity in ideas, identities, and cultures*, others will think more effectively around you than if you suggest that being more like you is preferable.

Incisive Question

If you *ask an Incisive Question that shifts a limiting belief to a liberating truth*, people will think more clearly around you than if they remain trapped by their assumptions.

Place

If you prepare a *Place for thinking together* that ALSO says 'You matter,' people will think more clearly around you than if the place feels intimidating, inaccessible, or uninspiring.

Continued

“All Ten Components experienced at once create a culture of superb thinking and graceful human connection.”

Nancy Kline

Exercise 2: Breakout Session

- Break into pairs
- Person A shares a current challenge for 4 min
- Person B listens without interrupting or giving advice
- When prompted switch roles
- Person B shares



Skill 3

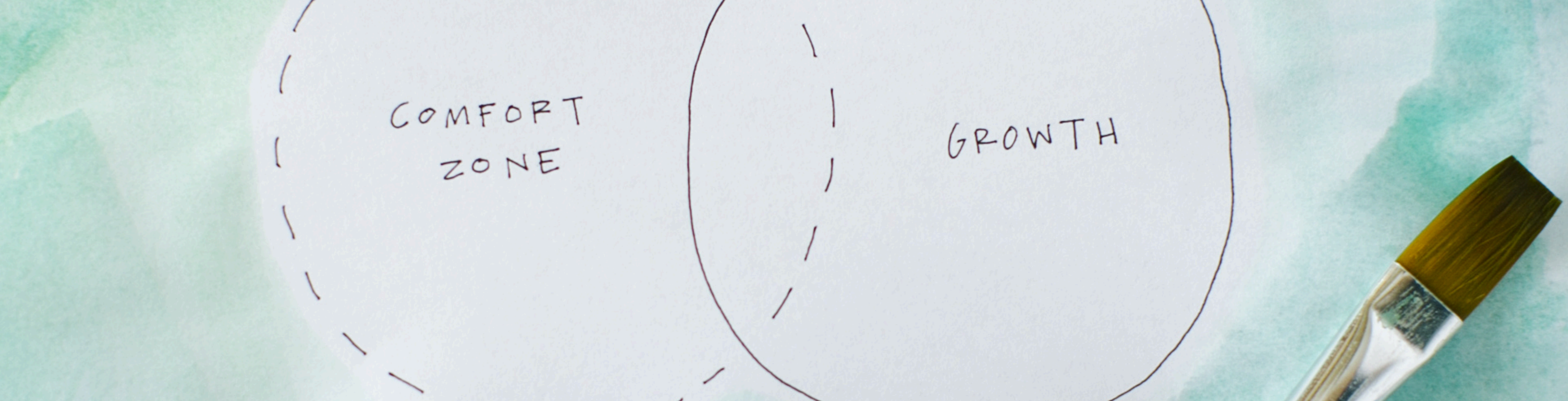


Observation & Self-Awareness in Coaching

Developing a deeper understanding of oneself to enhance coaching effectiveness and create transformative client experiences.

Key Practices:

- Neutral Observation: Observing one's own thoughts, emotions, and reactions without judgment to gain clear insights.
- Reflective Inquiry: Regularly asking yourself questions such as,
 - "What did I learn about myself today?" or
 - "How am I showing up in my coaching sessions?"
- Personal Awareness: Being conscious of your energy, biases, and triggers, and how they impact your coaching interactions.



Self-Observation Practice

A reflective practice for those committed to their own personal evolution. By regularly observing their own thoughts, emotions, and behaviors without judgment, coaches build the skill of neutral observation, fostering greater self-awareness and self-compassion. The more we can see ourselves with neutrality, the more effectively we can guide others in their personal growth and expansion.

How to Practice Self-Observation

Weekly Reflection:

- Set aside a regular time each week to reflect.

Use Prompts:

- Ask: “What did I learn about myself this week?”
- Complete: “This week, I learned...”

Practice Neutral Observation:

- Notice your thoughts and behaviors without judgment.

Document Insights:

- Record reflections in a journal or digital format and identify patterns or growth areas over time.

Your One Year Challenge

Commit to a year-long self-observation practice to enhance your self-awareness and elevate your coaching practice.

Exercise 3: Breakout Session

- Breakout groups of 3-4
- Discuss your commitment
 - Share how you will integrate weekly self-observation into your routine for the next year.
 - Identify potential challenges and brainstorm solutions.
- Make a commitment:
 - Declare: “For the next year, I commit to practicing self-observation weekly by...”
- Find Accountability Partner:
 - Pair up to support each other.
 - Agree on a check-in method and frequency.





My Journey of Self-Awareness and Growth

A Deep Need to Prove Myself:

- Recently uncovered how childhood feelings of inferiority as a bi-racial Mexican girl with a white single mother fueled a drive to overachieve.

Key Moment of Awareness:

- Recognized a pattern of setting impossible standards and engaging in self-criticism.

Impact of My Mother's Passing:

- Reflecting on my relationship with her has deepened my understanding of myself and how I navigate grief.

Devoted to Neutral Self-Observation:

- Committed to using self-observation to foster self-compassion, navigate loss, and continue personal growth.

1. Authenticity in Coaching

Embrace authenticity to build trust and create meaningful, transformative coaching relationships.

2. Seeing the Loving Essence

Practice viewing others through a lens of compassion, recognizing their inherent value to foster deeper connection.

3. Fostering a Thinking Environment:

Implement the Ten Components to create a space where clients feel fully heard, encouraging them to think for themselves.

Key Takeaways

4. Active Listening and Presence:

Enhance coaching effectiveness by mastering skills in active listening and maintaining presence.

5. Devoted to Self-Observation:

Cultivate a practice of neutral self-reflection to increase self-awareness and self-compassion, essential for personal and professional growth.

6. Commitment to Personal Evolution:

Commit to your own personal evolution by seeing your own loving essence, deepening self-awareness, and practicing neutral observation with self-compassion.

Closing and Q&A

Thank You for Participating!

Share one insight or commitment in the chat.

Let's discuss any questions or reflections you have.

“The greatest gift we can offer each other is the framework in which to think for ourselves.”

Nancy Kline

Contact

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Thank
You.