



GROWTH
COACHING
INTERNATIONAL

Reflective Practice:

A Solution Focused way of sustaining coaching in organisations

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The GCI Story of Reflective Practice



*"I view my own
practice as an
ongoing
apprenticeship."*

Michael White



What is Reflective Practice?

Invites us to reflect on and challenge our practice through interaction with colleagues which is supportive and reciprocal, enhancing and extending our learning as coaches.



Dreyfus Model



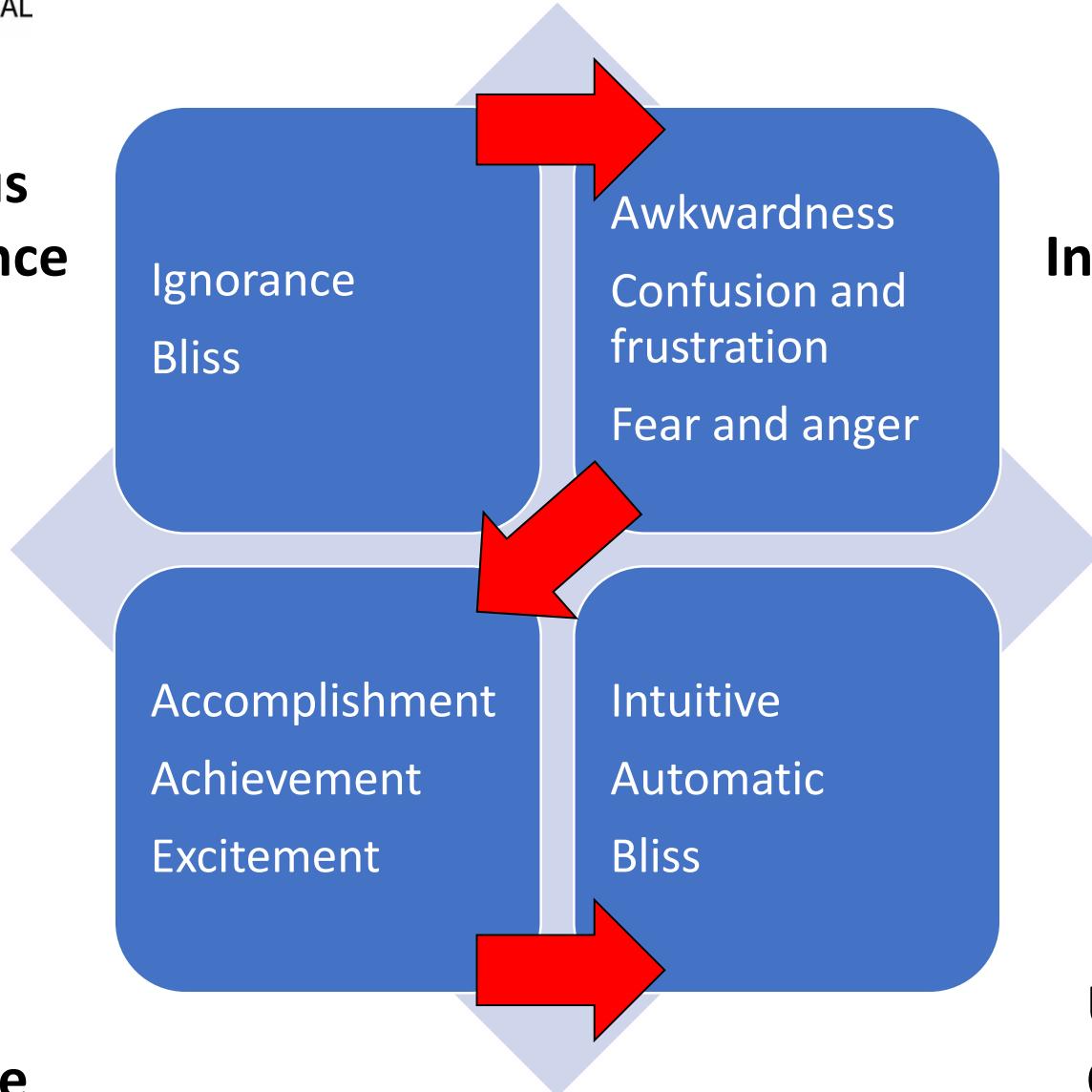
Dreyfus, H.L., & Dreyfus, S. E. (1986). *Mind over machine: The power of human intuition and expertise in the area of the computer*. New York: The Free Press

**Unconscious
incompetence**

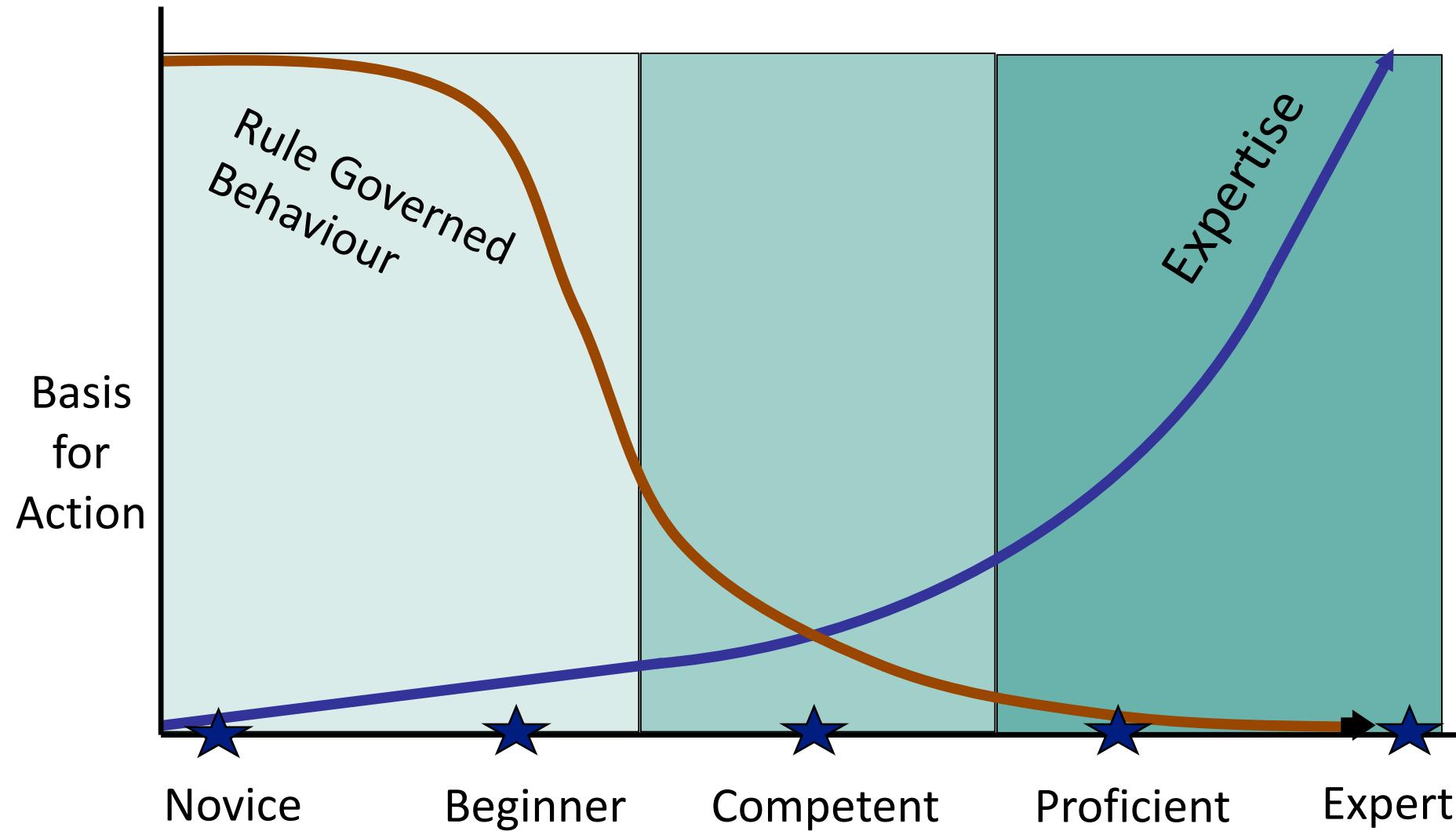
**Conscious
Incompetence**

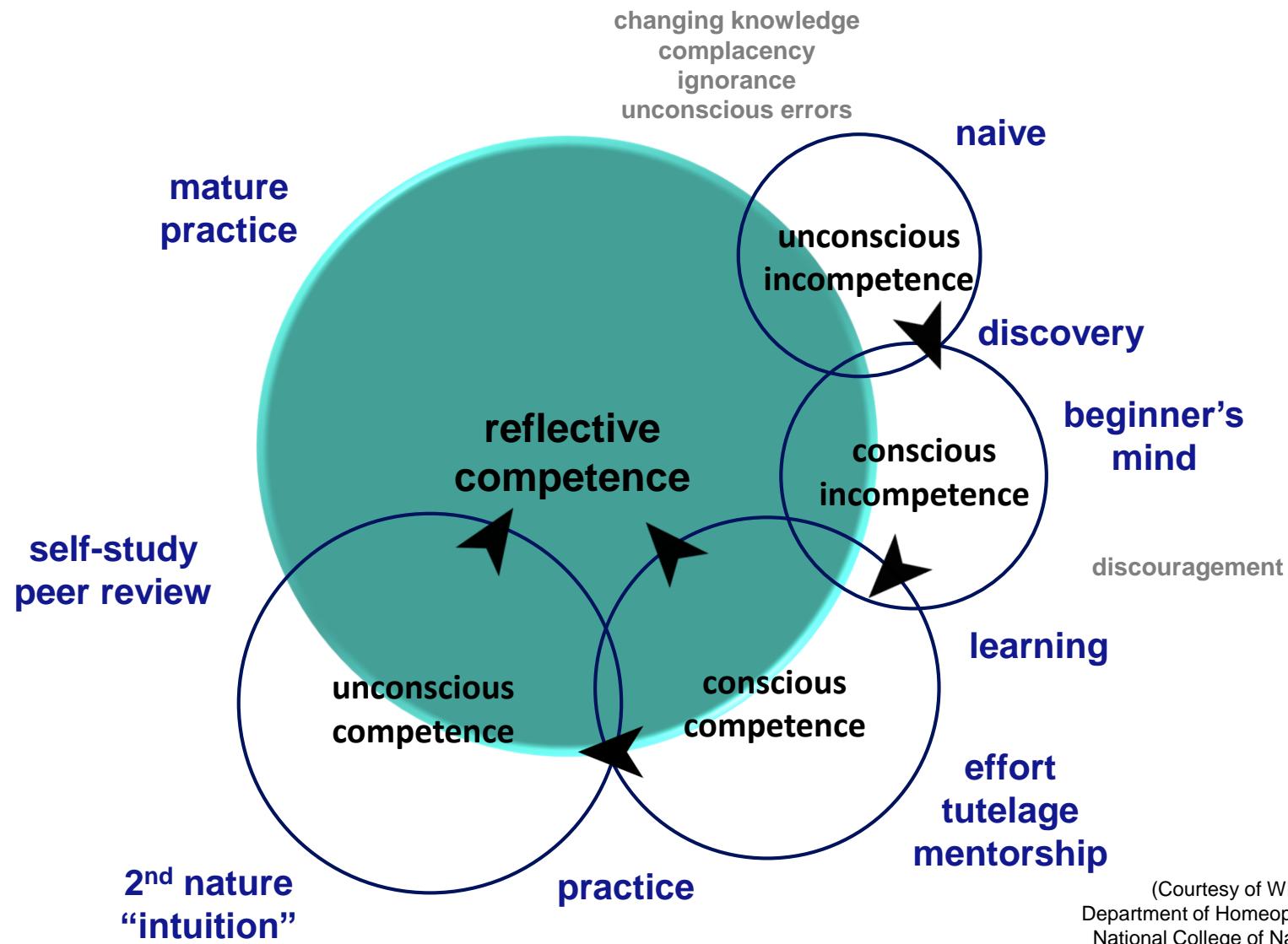
**Conscious
Competence**

**Unconscious
Competence**



The Dreyfus Model of Skill Acquisition





(Courtesy of Will Taylor, Chair,
Department of Homeopathic Medicine,
National College of Natural Medicine,
Portland, Oregon, USA, March 2007)



What are you
curious about?

Let's see it in action

- Scale where your coaching is at?
- What would n+1 look like?
- What is an element of your coaching or work you would like to explore?
- Need 5 volunteers



What happened?

In three's discuss....

- What did you notice?
- What stood out?
- What do you see now about Reflective Practice that you did not know before?



Underlying principles of Reflective Practice

- Each the author of our own success
- Assume each is competent
- Committed to learning from and with each other
- Open – share
- Focus on finding what works
- Non-judgemental, curious and tentative
- Recognise and cultivate strengths
- Co-create the way we work together



Voice of facilitator ...

- Stance of *not-knowing* – **asking questions instead of giving advice**
- **Lead from one step behind** – being curious rather than operating from a position of self assurance
- Invitation to look for **preferred future** and what works to get there
- Questions invite **consideration** of the client's perspective
- **Respectful** listening
- Allows others to **choose** what they move forward on

What it looks like at GCI?

- On-line
- Groups - 5
- Group set up
- Share practice stories
- Tools - guide dialogue



What our coaches say.....

*Overall
feedback
rating - 9/10*

*Confidence
they are on
right path*

Reciprocal

*Challenges
my thinking*

*I can
benchmark
my practice
with others*

*Great impact on
own sense of
positivity and
passion for what
we do*

*I know I am
connected*

*I consider
issues I
haven't
thought of*

Next steps...

- How might you use this?
- What is one small step you may take after you leave here?

