



GROWTH  
**COACHING**  
INTERNATIONAL

# **Reflective Practice:**

A Solution Focused way of sustaining  
coaching in organisations

Annette Gray

Growth Coaching  
International

# 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**

Ignorance  
Bliss

**Conscious  
Incompetence**

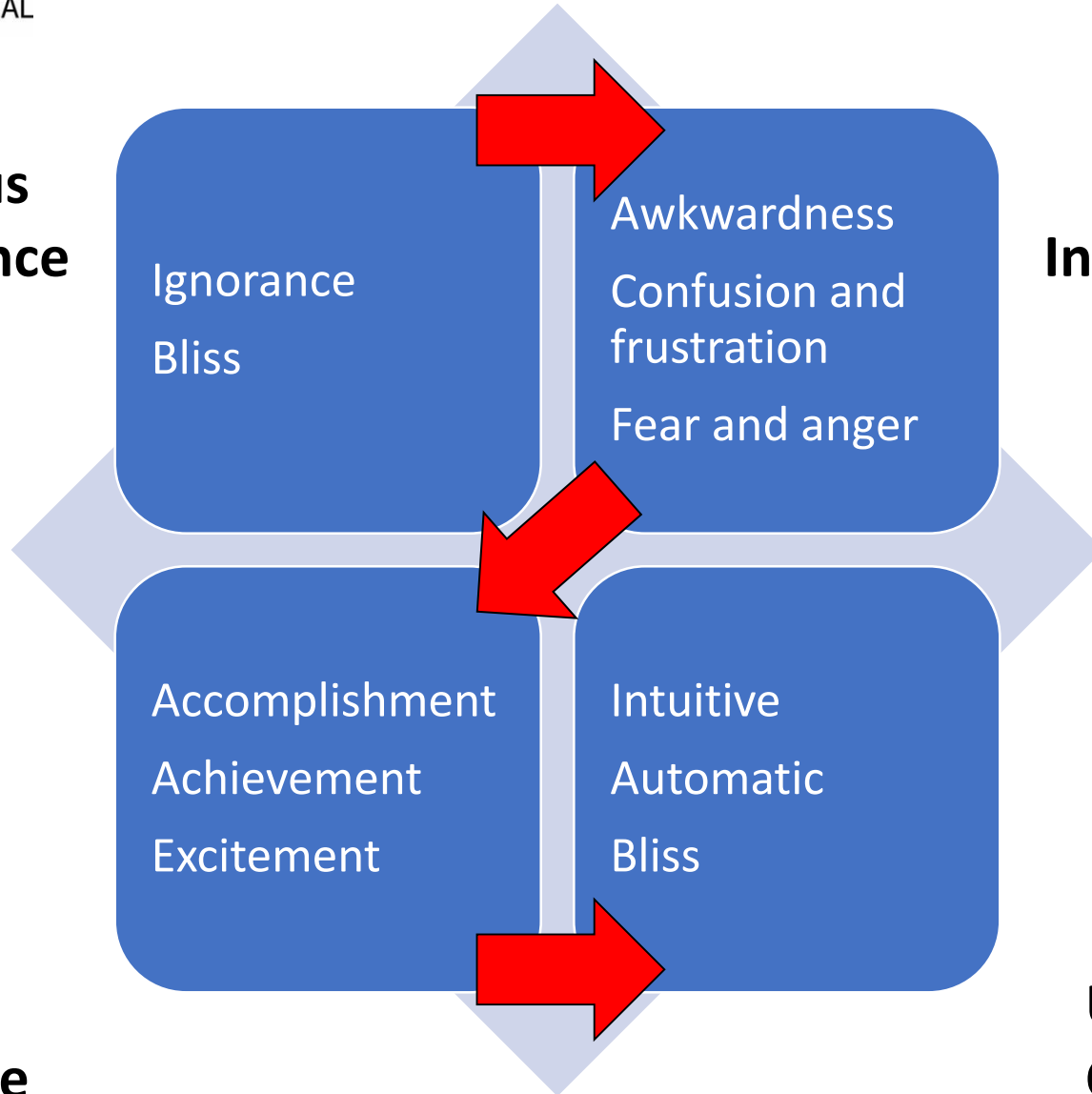
Awkwardness  
Confusion and  
frustration  
Fear and anger

**Conscious  
Competence**

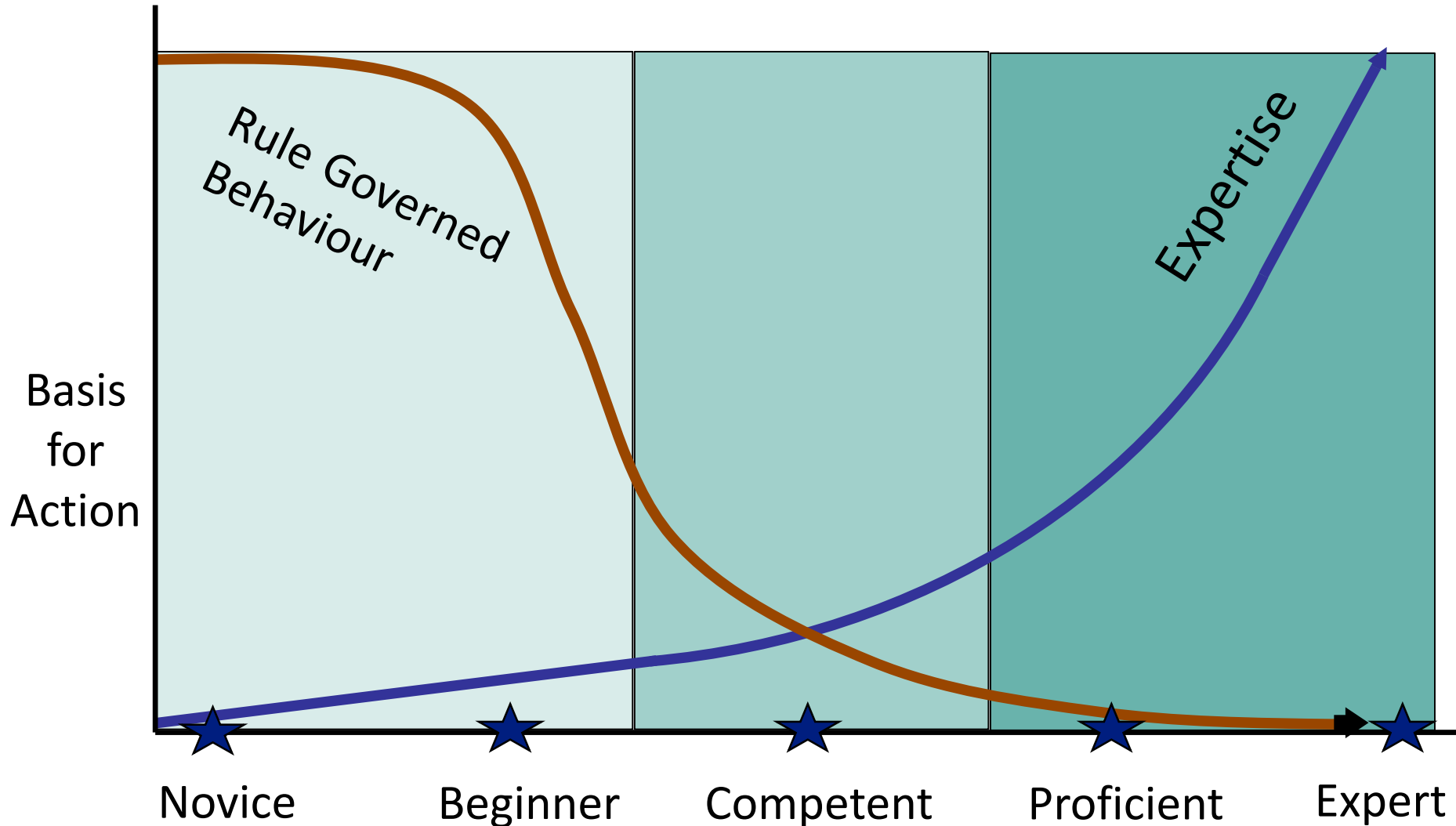
Accomplishment  
Achievement  
Excitement

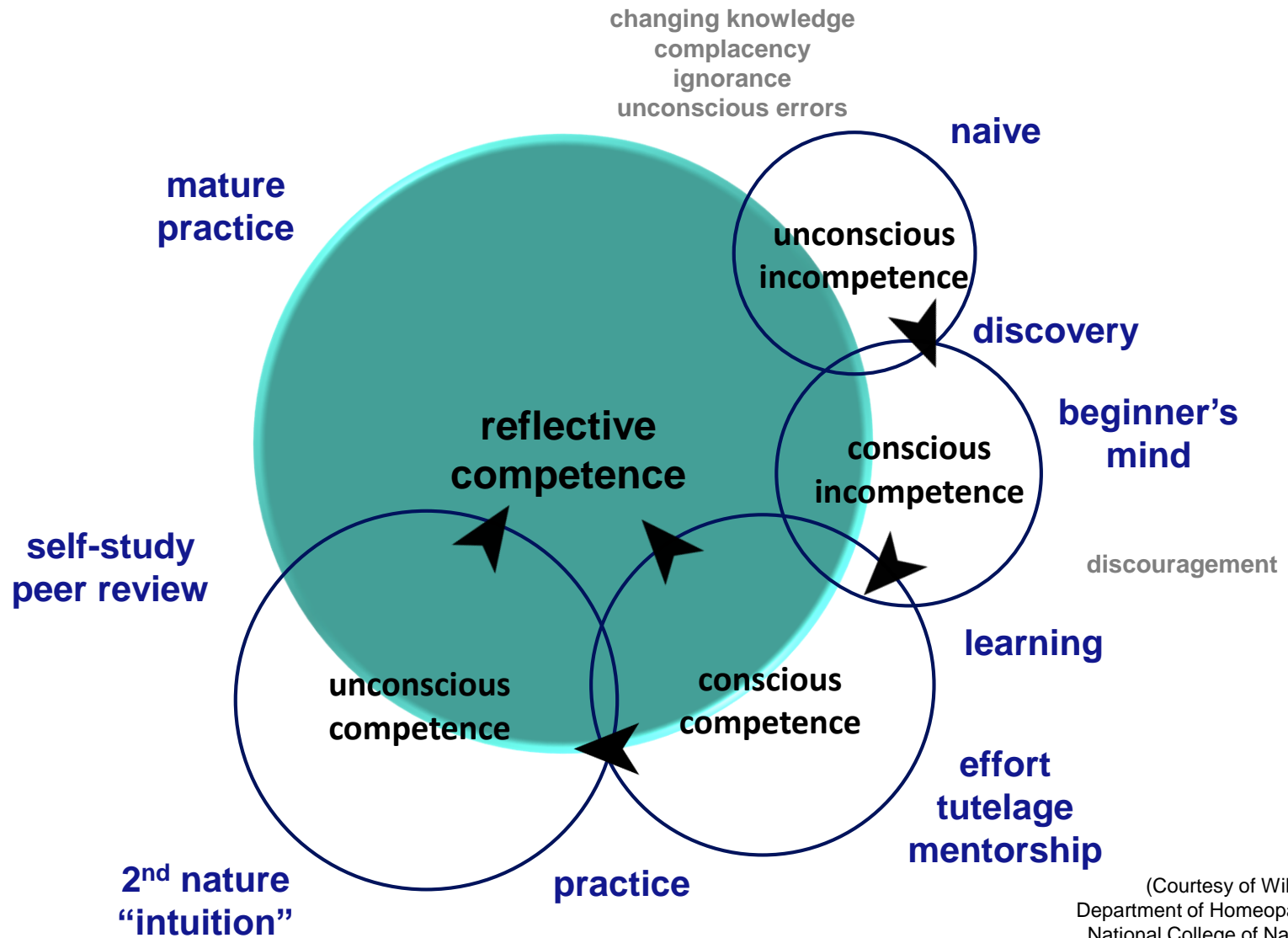
**Unconscious  
Competence**

Intuitive  
Automatic  
Bliss



# 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)

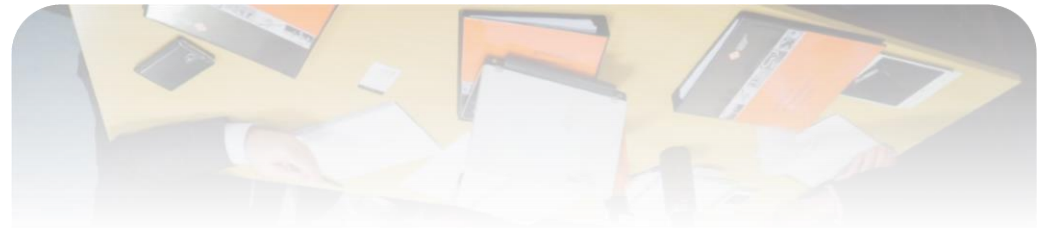




What are you  
curious about?

# 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*

*Challenges  
my thinking*

*Confidence  
they are on  
right path*

*Reciprocal*

*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?

