

Susanna Calvert

GEI Summary

“talk about what Growth Edge Coaching is for you in your practice and describe your personal philosophy of developmental coaching and giving at least one story about how these practices helped a client in some way. “

My personal philosophy of developmental coaching –

I fell in love with the concept of adult development from the first time I learned about it from one of the graduates of the Georgetown coaching program. I then took a graduate level class at the university where I worked, where I learned about the theory in more depth, and also learned about GEI.

The theory is so provocative because of how much it has helped me to understand how adults make sense of the world. What was just completely opaque to me about their world view now provides glimmers of insight into the workings of their mind. Not only does that perspective provide me with insight, it also provides a sense of acceptance, compassion, humility, and respect for what was unfathomable to me earlier.

This prompt is about developmental coaching but I'd like to respond more in terms of supporting adult development through coaching, education, mentoring, and the assessment. My personal mission is to help others learn to become the best version of themselves, and to do that one should have awareness of their capacity, strengths, and other qualities. The developmental framework provides a relative frame for their strengths, values, personality, etc that helps me and others to understand the range of opportunities within which they can express those attributes.

For example, having a strength of being strategic means something very different for someone who is self sovereign versus someone who is self transforming. They will be able to use that strength in vastly different ways depending on their ability to understand and manage the complexity surrounding the issue. Developmental coaching, assessment, and mentoring can help see where the opportunities for learning and growth are within the strength, and in all things, at a level that makes sense for that individual.

The theory gives a z-axis information to me, the coach and mentor. There has always just been something I've not been able to put my finger on which is separate from intelligence or knowledge that speaks to a person's capacity to understand, process, integrate, and conceptualize. This theory helps provide that z-axis information and a relative frame for what's possible for a person with a set of knowledge, skills, and abilities.

What Growth Edge Coaching is for you in your practice -

Growth Edge Coaching, combined with the other theories and models I use with my coaching practice, adds that additional level of depth and complexity to how I can help my clients form a deeper understanding of their strengths and opportunities. For example, I have a degree in applied positive psychology (the science of wellbeing), am a certified strengths coach, and have several leadership and relationship-based certifications. I also specialize in helping others identify their purpose and find a path to pursue it using their naturally-occurring interests and assets. The growth edge framework allows us to consider this additional dimension to planning how to use purpose and how it fits into an appreciative view of themselves as they create a vibrant life.

Give at least one story about how these practices helped a client in some way –

I have noticed consistently that both the GEI interview and the report and the coaching sessions in general have just helped people consistently have AHA moments. The framework allowed them to open up to a way of thinking that was unavailable previously, and helped to make more things object. It helps them to see the limitations of their thinking and beliefs, and to help them to identify what is most important. This seems most impactful when we venture into territories that have “heat”... what feels most at stake and why. Those painful issues that simmer beneath the surface often lose their energy when they see the light of day, and the passionate issues blossom when articulated.

I personally have found it tremendously helpful for my own learning and growth, and helping me to make more things object. I have coached myself on more than one occasion to develop a better understanding of what I am missing and where my tethers and lagging edges are. During a recent challenge, I used the coaching and questioning techniques to help me explore the edges and the issues, which helped me gain clarity on the situation and how to move forward, or to let something go.