

Client Example

Amanda (the name has been modified) found herself torn between the loyalty she felt toward her staff, whom she had hired and trained, and her employer, a very successful technology firm. Amanda noticed a recurring pattern of shielding her staff from what she perceived as poor leadership and questionable ethics. She felt stuck, burnt out, and overwhelmed.

Our clients tell us that the the Growth Edge Interview (GEI) is an enjoyable and valuable experience. In Amanda's own words: "Well, this (GEI) has been delightful. Hard, but good. It's made me think, which is good. I feel so well cared for." A GEI can be a powerful "soft start" to a meaningful coaching relationship.

The interview transcript and assessment provided Andrea a new landscape from which we could co-design our coaching alliance and direction. Amanda took time out to take stock of what might really mattered to *her* vs what felt important and pulling at her from external sources. She expanded her sense of self by connecting more deeply with her whole self (mind, heart and body) where her meaning making is authored internally. She was able to notice and challenge assumptions and ways she might be holding 'truth' (example: leaving a company = losing relationships), opening new possibilities and freeing her from what we call 'simple stories'. Amanda recognised that she no longer wanted circumstance to dictate her next step. It was fascinating for me witness Amanda embrace curiosity, turn traditional networking on its head, and adopt an 'explorer' character approach to expand her perspectives, calling on leaders she admired and interviewing them to learn. She expressed a felt sense of purpose and lightness. Lightness in her ability to begin to identify and work with the polarities of stuck vs flow, and work vs rest, and the small, practical things she could do to manage these.

Amanda evaluated opportunities along the way, though this time through the lens of her values, her vision for herself, and her growth goals. This increase in clarity and focus had other benefits as well – space for reflection, recovery from burnout, and an acknowledgement of her strengths, wisdom, what she has to offer as a basis for her own continued growth in leading through others and increasing her influence. She is now working with a start-up in the not for profit space that is aligned and embodies the culture and values that matter to Amanda. She has worked with the CEO to help shape her own role and knows that she is part of shaping the culture too.

The process for me was very gratifying and humbling. It is an honor and privilege to be part of a person's move "from the passenger seat to the driver's seat", with a widening field of vision and increasing agency and joy for navigating the road ahead.