



# Self Coaching for Leaders

A simple guide to understand and Influence oneself

- A PUBLICATION OF COACH JAYUMAR-

# TABLE OF CONTENTS

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**Intro**



**Awareness**



**Acceptance**



**Aspiration**



**Ability**



**Action**

# Why Coaching?

- “What got you here will not take you there” – In your leadership journey, hardwired practices that have yielded results in the past may not be the tools to get you ahead.
- “Don’t just do something, stay still” is the new mantra CEO’s get when they need to unlearn everything that got them there.
- In this VUCA Business environment, an ask for help is also a sign of leadership, no one needs to go it alone.
- The ability to influence stakeholders grows manifold when you elicit and accept feedback, Feedback is truly the breakfast of champions.
- Regular scheduled intervals for self introspection can yield results in the most crucial areas of your leadership theme.
- We all learn differently during different points in our journey and the same applies to your teams. As the CXO – Leadership behavioral change may be the hardest challenge for you to overcome. Go ahead – Do more! Get More and eventually Be More!
- What is the process you can adopt to become a better leader in the eyes of your stakeholders? Is the lack of this understanding holding you back from being the “best Version of yourself”? Read on, I promise an engaging read ☺.



## CHAPTER ONE

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# AWARENESS

# Awareness

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**“If the doors of perception were cleansed every thing would appear to man as it is, Infinite**

Starting with the amazing words of William Blake immortalized by Jim Morrison of the “The Doors”. Almost as primeval as all things created, your journey begins with awareness. This ability to sense and become aware is differently tuned for all of us. When we search for Deep epiphanies, it is the simple non events in our life that shapes our destiny. If you drive straight for 90% of the time, it’s the turns you take, that will decide your destination

How does one build Awareness?

- Make a model of who you are in your eyes, Your needs, your values and beliefs, goals and emotional states.
- What is your story? There must have been pivotal incidents or conversations that have lead you to become “You”.
- [Elicit Feedback](#) from your stakeholders- how can you become a better Leader at work? What behaviors are adversely affecting your growth.
- Set some time aside at least once a week to reflect on your personal growth areas and journal the same.
- What are deep rooted beliefs and sensibilities that are holding you back from growing – Be frank and write like you see yourself in the mirror.



## CHAPTER TWO

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# ACKNOWLEDGEMENT

# Acknowledgement

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“Acknowledgement and celebration are essential to fuelling passions, making people feel valid and valuable and give the team a real sense of progress”

It is easy to be aware of some your leadership styles. Acceptance and acknowledging the same is a bigger challenge. It is easy to be in denial and not deal with inertia. You must have heard about the frog in the hot water story. A Frog thrown suddenly into hot water will spring out, but If a Frog is in a vessel that is heated gradually, the frog gets acclimatized and dies eventually. Moving away from morbidity, How do you acknowledge what you are aware about?

## [How does one build Acknowledgment?](#)

- Look for patterns of behavior that is holding you back at work and otherwise. Recall feedback, conversations and situations in which this undesirable/desirable behavior manifests
- Start saying “thank you” and “please” while eliciting feedback instead of qualifying your behavior.
- Stop looking at your past for answers for questions in the present and the future.
- Open your mind to a new world view and start accepting other people’s opinion as their world view, which might not mirror your own.
- Meet new people, engage with new ideas that will make you grow – As Muhammad Ali quoted famously "A man who views the world the same at fifty as he did at twenty has wasted thirty years of his life."



## CHAPTER THREE



# ASPIRATION



# Aspiration

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“Cat: Where are you going?

Alice: Which way should I go?

Cat: That depends on where you are going.

Alice: I don’t know.

Cat: Then it doesn’t matter which way you go.” – *Alice in Wonderland*

A Favorite Interview question – where do you see yourself in the next 5 years? and you are wondering – I honestly don’t have a clue what I am doing next week. Sounds funny, but true? Lets not make this an academic exercise – We have all dreamt about our future for the longest the time, lets find a language to make sense of it, however discomfiting the process might be.

## [How can you capture your aspiration?](#)

- What do you see yourself doing for a living that puts a smile on your face and money in your wallet ?
- What are you really passionate about? As long as you are out on a limb, write down what your life could look like if you indulged in your passion.
- Look for references in your past and elsewhere –Leaders, friends, success stories and model your aspiration.
- Set some audacious goals-until you speak them out loud – your communication with yourself wont be strong – Aim for the moon, if you miss, you may hit a star.
- Guard these goals, when you start discussing them with other people before you are ready, It is easy for you to miss the woods for the trees.



## CHAPTER FOUR

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# ABILITY

# Ability

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Have you ever felt like a fish being judged by your ability to climb a tree?

If so, You are not alone ☺ Sometimes, the environment around us predetermines what lies ahead, until you make a conscious choice to step back and examine it closely. A good question after you have penned your goal would be to ask “What needs to happen for my goal to be achieved”?

A Question – [Do you know the world's fastest cycling record? – 268 kms/hour](#) . [Do you know the maximum weight lifted in a leg press – 1000 kgs.](#) I am not making this up!

## Developing Ability

- The amazing science of Baby Steps –Start small, but start. Start exhibiting a new behavior – for example – becoming a better listener
- Reinforce your new habit – catch yourself doing it more often, make a mental note and say “yay”. Buy yourself an ice cream, whatever-nourish that connection and your brain will start recognizing that.
- Modelling – Look around at some leadership habits that you want to inculcate, mimic them shamelessly till it comes naturally to you.
- Visioning – When you reflect on the future, envision how the world would look when you possess these new found abilities. Try to get granular and be vividly clear.
- Sign up an accountability partner – If you don't have someone, your new found behavior will wither away with no accountability.



## CHAPTER ONE

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# ACTION

# Action

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Great thoughts speak only to thoughtful minds, Great actions appeal to the whole of mankind – Ted Roosevelt

All the knowledge in the world cannot help if that knowledge isn't translated into action. What propels you into action? What needs to happen for you to change or not change? The more astute Leader is able to sense the environment in the bud and doesn't need a full-blown incident to make him "act"

## Action

- Any Leadership behavior goes through these levels – unconscious incompetence- conscious incompetence – conscious competence – unconscious competence
- You will need directive behavior to start a new goal – a routine that is documented and made idiot proof. Go back to when you were learning to drive a car and the number of conscious steps you took.
- Sign up a buddy who will help you adhere to your goals and you could offer your help as a buddy to them as well
- Practice, practice, practice – if you have a crucial conversation coming up – review, presentation etc.. Script it and practice, only then, can you be spontaneous, however ironical that may sound.
- Action shapes behavior, you might not believe in it to begin with, remember, your car headlights may have visibility only till the street corner, but's enough to travel a great distance.



*Everyone needs a Coach, The one thing we are never good at is, seeing ourselves the way other's see us . A Coach can give us perspective.*

[Eric Schmidt –Executive Chairman, Google](#)

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# Get in touch for a free Coaching session

Coaching to enable you to Do more! Get more!  
and Be more!

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