

What makes a competent embodied facilitator?

Ethics

- Power and love embodied
- Intention to serve
- Do no harm

Personal embodied presence

- Health – this is the foundation
- Embodiment! Short-term state management and long-term disposition as a result of practice. Far more important than tools and tricks is how we are and who we are.
- Personal qualities across all four elements. A range of virtues are needed.
- A range of micro-skills from the four aspects of embodied intelligence – awareness, management, empathy and influence
- A developed sense of rhythm (see cycles hand-out). Timing and flow is everything both in planning and in the moment

An adequate tool-kit

- Good depth and breadth with the 8 embodied primary tools: awareness, acceptance, intention, imagery, posture, relaxation, movement, responsiveness
- Yang and yin tools – eg challenge and support, direct feedback and deep listening
- Fundamentals of the trade (eg ICF core coaching competencies)
- Other relevant professional skills, eg sales, marketing and financial skills

Five levels of embodied facilitation competence/ focus

Micro skills: awareness and choice across all eight primary tools. See other handout.

Techniques: methods you have for working with self and other (this is the least important).

Principles: what makes the techniques work. This means you can adapt them to suit the situation.

Relationship: people learn in relationship.

Being: what underpins it all. This is why we have our own practice.

Core embodied facilitation micro skills

Whatever tools and models you use, you will need the following key 'micro-skills' to be a competent embodied facilitator, as they are the basis of techniques. They are based on the four quadrants embodied intelligence model.

Self-observation

Feeling 'in the moment' sensation and the eight tools as they shift in your own body. This may be a response to the client or even a taking on of unconscious processes from your coaching client. (In body therapy you will hear terms such as 'somatic transference and counter-transference' for these). Effective embodied coaching is based upon the mindfulness foundation of self-awareness.

Self-regulation

An embodied coach is massively more effective if they centre themselves and regulate their state. This is the foundation for listening to and influencing clients, and again, involves all 8 tools.

Client observation

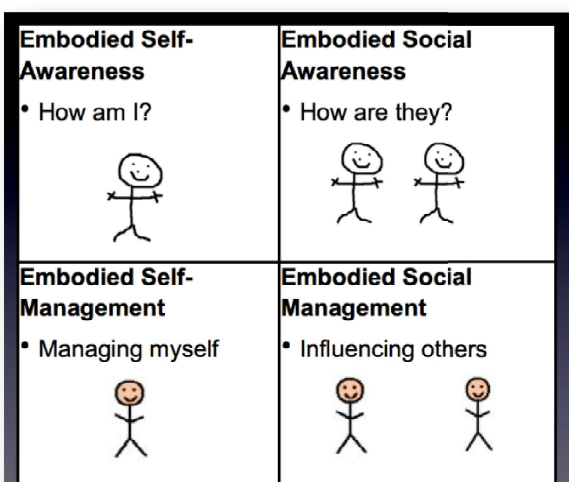
Tracking changes across the 8 tools in clients and being a skilled observer is a vital skill. You could think of it as interpersonal mindfulness or deep listening. Embodied assessments which contain an element of analysis are based upon this too.

Client influence

Also known as 'body leadership'. This may mean helping a client centre to become self-aware and to regulate their own state; to slow and calm them down, or speed/wake them up (yin and yang centring), to get them in touch with values or purpose, to make them laugh, etc. It may be explicit or implicit such as through changing one's own state to lead, balance, provoke, etc.

Loving connection

Loving presence/connection contains elements of all quadrants and is a vital part of effective ethical coaching. It may involve elements of empathic social awareness, self-regulation (see Paul Linden's work), and will influence people. There are various ways 'into' this skill such as using metta meditation phrases internally, looking for what is admirable in people, and changing your own embodiment.



Appendix: International Coach Federation core competencies

A. Setting the foundation

1. Meeting ethical guidelines and professional standards
2. Establishing the coaching agreement

B. Co-creating the relationship

3. Establishing trust and intimacy with the client
4. Coaching presence

C. Communicating effectively

5. Active listening
6. Powerful questioning
7. Direct communication

D. Facilitating learning and results

8. Creating awareness
9. Designing actions
10. Planning and goal setting
11. Managing progress and accountability

Reflections

- How do you risk being unethical? What supports you to be ethical?
- How is your basic health and body awareness?
- How would you rate your skills on the other four quadrant model of embodied intelligence now? Give evidence.
- Which of the five levels of competence do you tend to focus on?
- What is the strength and risk of your strongest element as a facilitator?
- How does your season preference show up as a facilitator?
- Which are your strongest and weakest tools of the 8 primary tools? For example, you're good at working with posture and not movement.
- What other professional skills do you need to develop to be a better embodied facilitator, for example marketing?
- What do you need to work on most before December?