

Coaching For VIA Survey Introduction

It is important to retain a beginner's mind.

Build Relationship

VIA strengths are foundational building blocks through Pathways programs. Refer the vet back to their strengths to increase mindfulness and congruence.

Why is the vet in the program?

What are their goals?

Throughout our programs, coaching should align with their strengths and their goals.

Listen

The most powerful gift you can give is your presence.

People want to be heard.

When they feel heard, people also feel affirmed and respected.

If you want people to listen to you, listen to them first.

Signature Strengths

What are signature strengths and why are they important?

- They reflect your authentic self
- They are what you rely on in times of stress
- They have been expressed throughout your life
- They are what is best and strongest in you.
- They can serve as a dependable foundation on which to create your dreams

Tonic strengths are used frequently and are often part of our identity.

Phasic strengths are expressed at certain times and situations.

The Pathways process is based on uncovering and discovering the energy around trapped emotions and separating the event from the "story" to dispel the emotional charge. Signature strengths can be used in such reframing to focus a person on their authentic self. In this way, signature strengths provide access to freedom.

When you are an expression of authentic self, life just works

Coaching Focus

A goal of VIA coaching is to remind the vet of who they are, as well as becoming mindful and intentional in relying on and expressing their strengths.

Look for their emotional reactions (no big deal; no big deal; mistake in test; breakthrough)

Not relating to signature strengths (not part of self-image) is called strength blindness.

75% of people are not aware of their signature strengths.

85% of people who are aware of them underuse their strengths.

When a blind spot is evident, don't ask direct questions about it.

Keep blind spot in mind throughout conversation and ask for examples of how strengths are used.

Note how strengths manifest across situations and point out when blind spot strength is used. Often, the strength simply needs to be redefined and reframed to be embraced.

First Session Coaching Questions

- What was your reaction to the survey results?
- What surprised you the most about your results?
- Describe a very stressful time in your life. What strengths helped you through it?
- How do you express your strengths in your relationships at home and at work?
- When was the last time you used your strengths?
- Can you recall the first time you used your strengths?