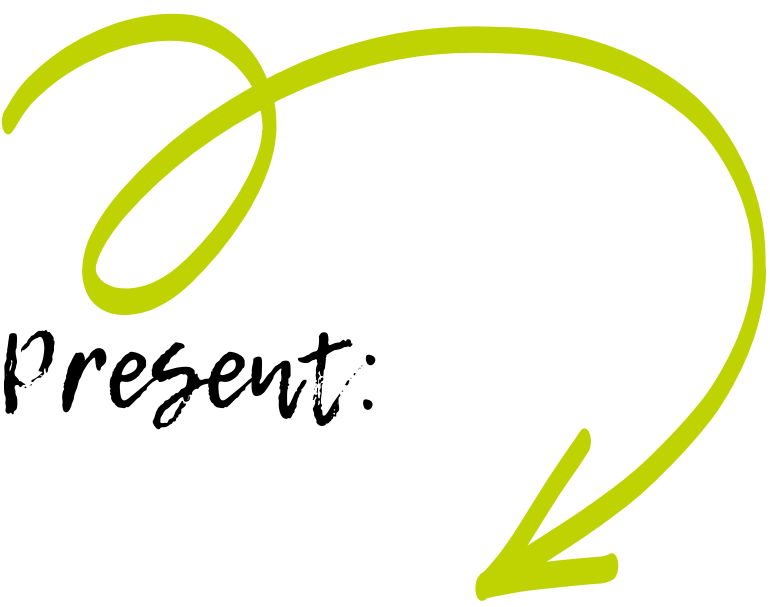


Two Ex-Googlers Present:



3 COACHING MINDSET STRATEGIES FOR SUCCESS





1

Topic

2

Ex-Googlers/
Coaches

3

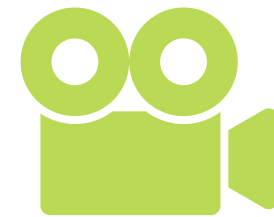
Strategies



1 hour



Notepad & pen



Recording



Gifts



WHERE YOU AT?

1 Excited Squirrel



2 Curious Monkey



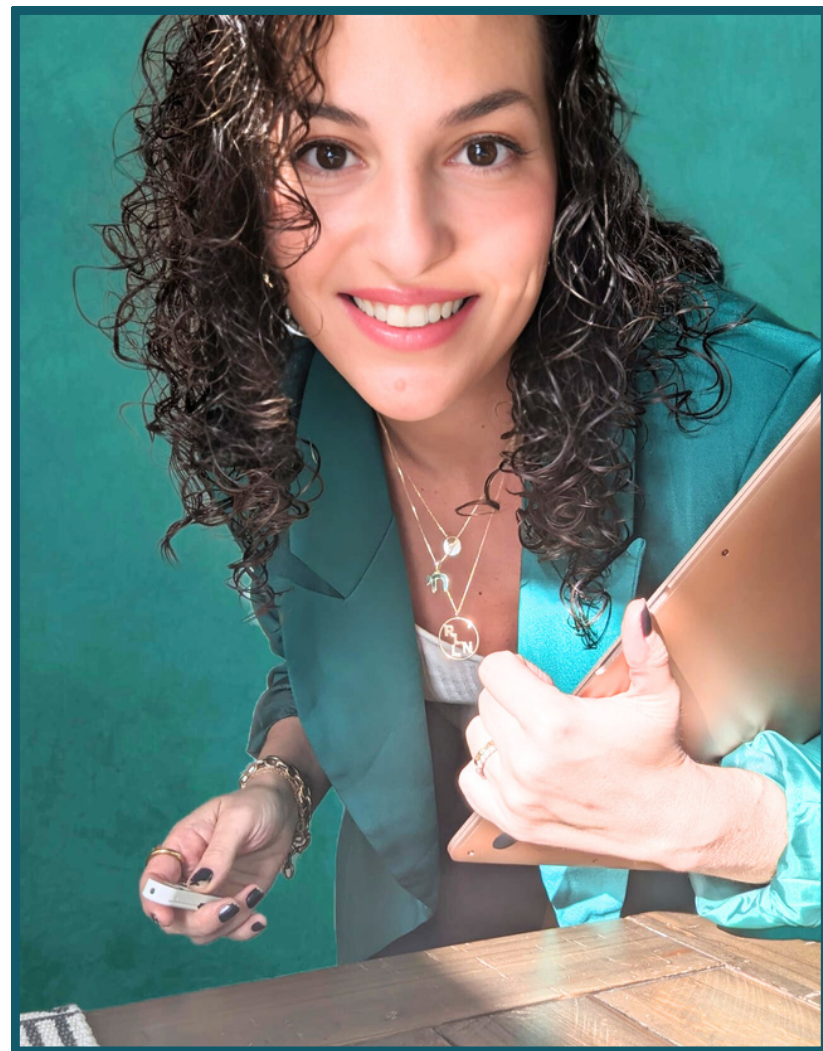
3 Tired Doggy



4 Skeptical Cat



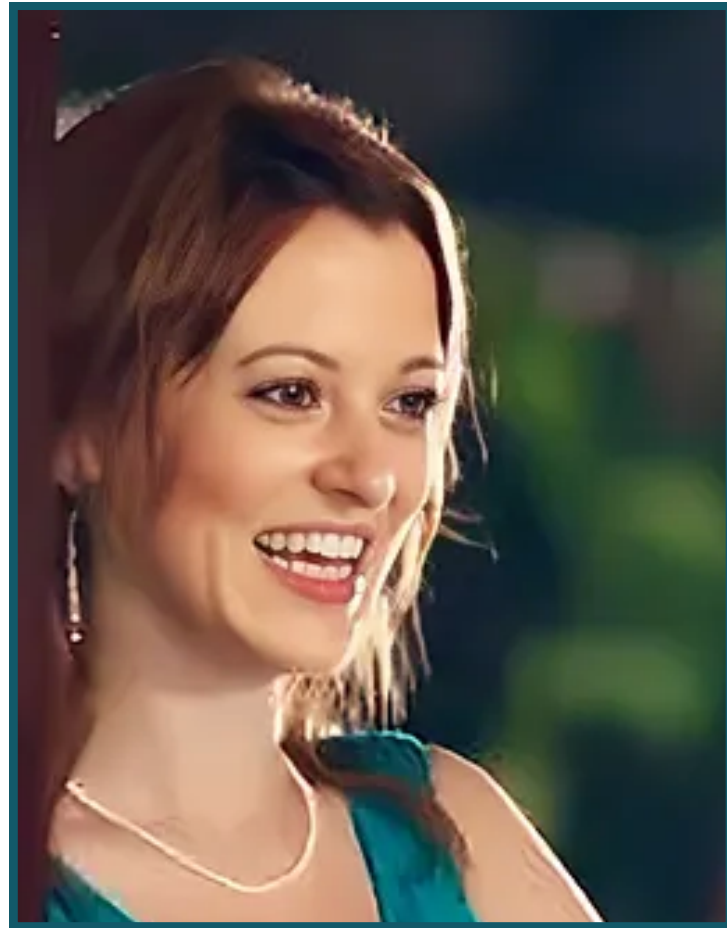
Lisya



- Founder and Executive Coach @SPES Coaching
- Ex-Google (13 years), ex-PayPal, ex-J&J, ex-BAT
- BSc.+ MBA
- +18 years of Leadership Excellence,
- Program Management, Strategy & Operations experience
- 8+ years of people management
- Lived & worked in 3 continents and 5 cities, located in the Bay Area aka Silicon Valley :)
- Defines herself as “change catalyst”
- Loves reading, words, etymology, science tidbits , wander walks, traveling, dreaming of traveling...
- Hydrophilic (think sea, ocean, pool, rain, shower, waterfall, lake, any water!)
- Proud mom of 2, happy wife to another Googler :)

“ I help ambitious professionals dream, initiate & land the career change they want at the very moment they say “I’m stuck and don’t know where to go from here!” //

Nerve



"I help leaders grow their businesses, build high performing teams, and advance their careers"

- Founder and Executive Coach, Leadrise Coaching
- Ex-Google Tech Sales Leader
- Ex-Consultant
- MBA from INSEAD
- 15+ years of experience in business strategy, sales, marketing, project management as well as training and development
- 10+ years of people management experience
- Born and raised in Istanbul, Turkey
- Lived in 6 different countries, have settled in Ireland since 2012
- Married to an American, proud mother of a girl and a boy
- Yoga & Pilates Teacher and hiking enthusiast

WHAT'S IN STORE TODAY



- Our Story
- Some Data :)
- Strategy 1: Who's got the control? *Player vs. Victim*
- Strategy 2: Tell me more.. *Learner vs. Knower*
- Strategy 3: How do you grow? *Stretch Zone vs. Comfort Zone*
- Wrap up and Gifts

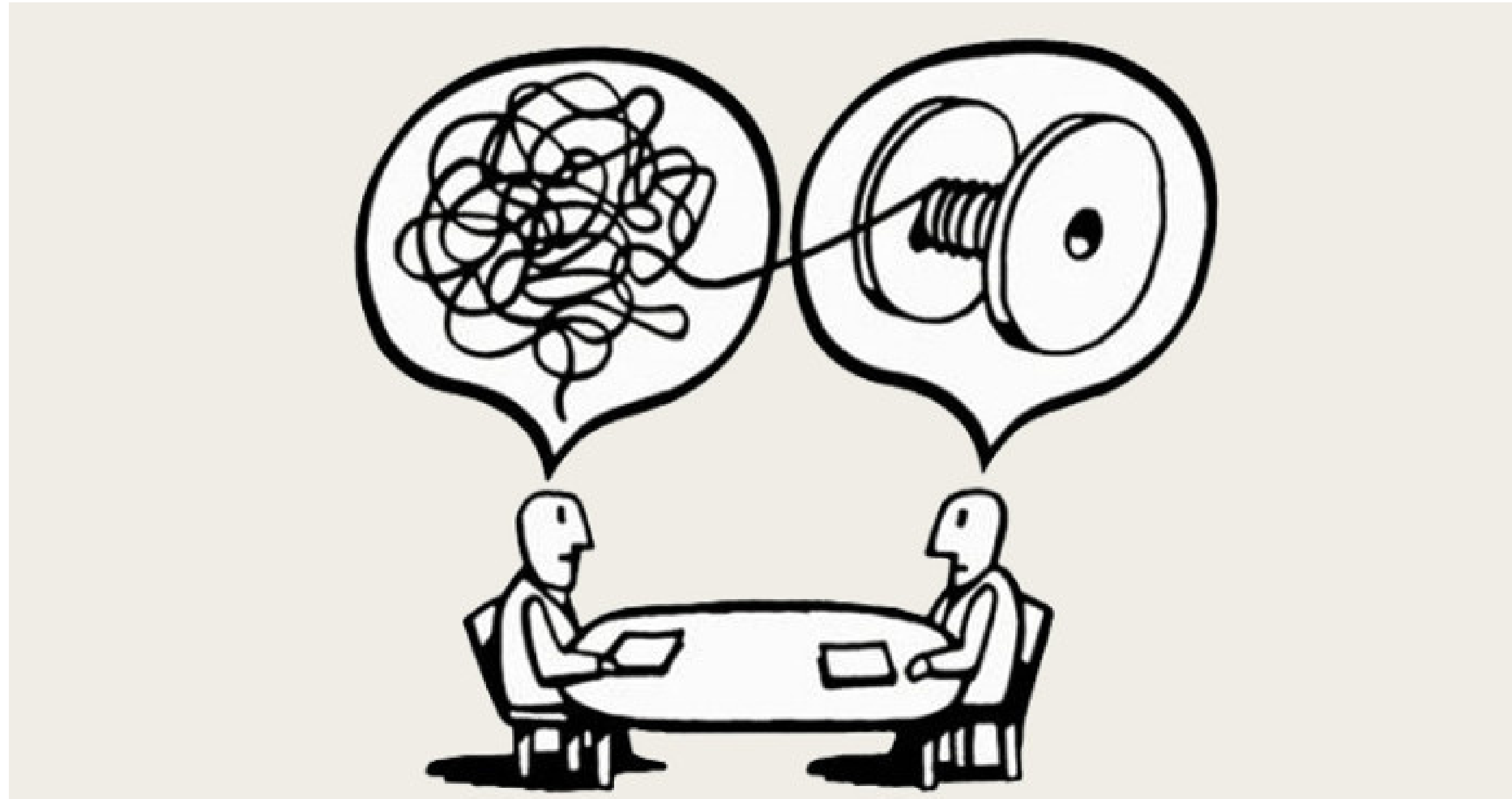


COACHING MINDSET *defined*

Coaching mindset is a way of thinking and approaching others that fosters **growth, collaboration, and self-discovery.**

It doesn't rely on telling but rather on **asking, listening, and empowering** individuals to reach their full potential.

COACHING MINDSET in action



“Once your mindset changes, everything on the outside will change along with it.” – Steve Maraboli

Love Me Some Data

77%

An HBR study found that 77% of professionals had experienced **burnout**, often due to feeling like they **lacked control** over their work.

60%

A 2023 Gallup poll found that 60% of U.S. employees believe **their manager doesn't care about their opinions**.

53%

A 2022 Harvard Business Review study revealed that 53% of employees **don't feel their voices are heard at work**.

32%

A 2023 Gallup study shows that only 32% of workers globally agree they have the **opportunity to learn and grow** in their jobs.



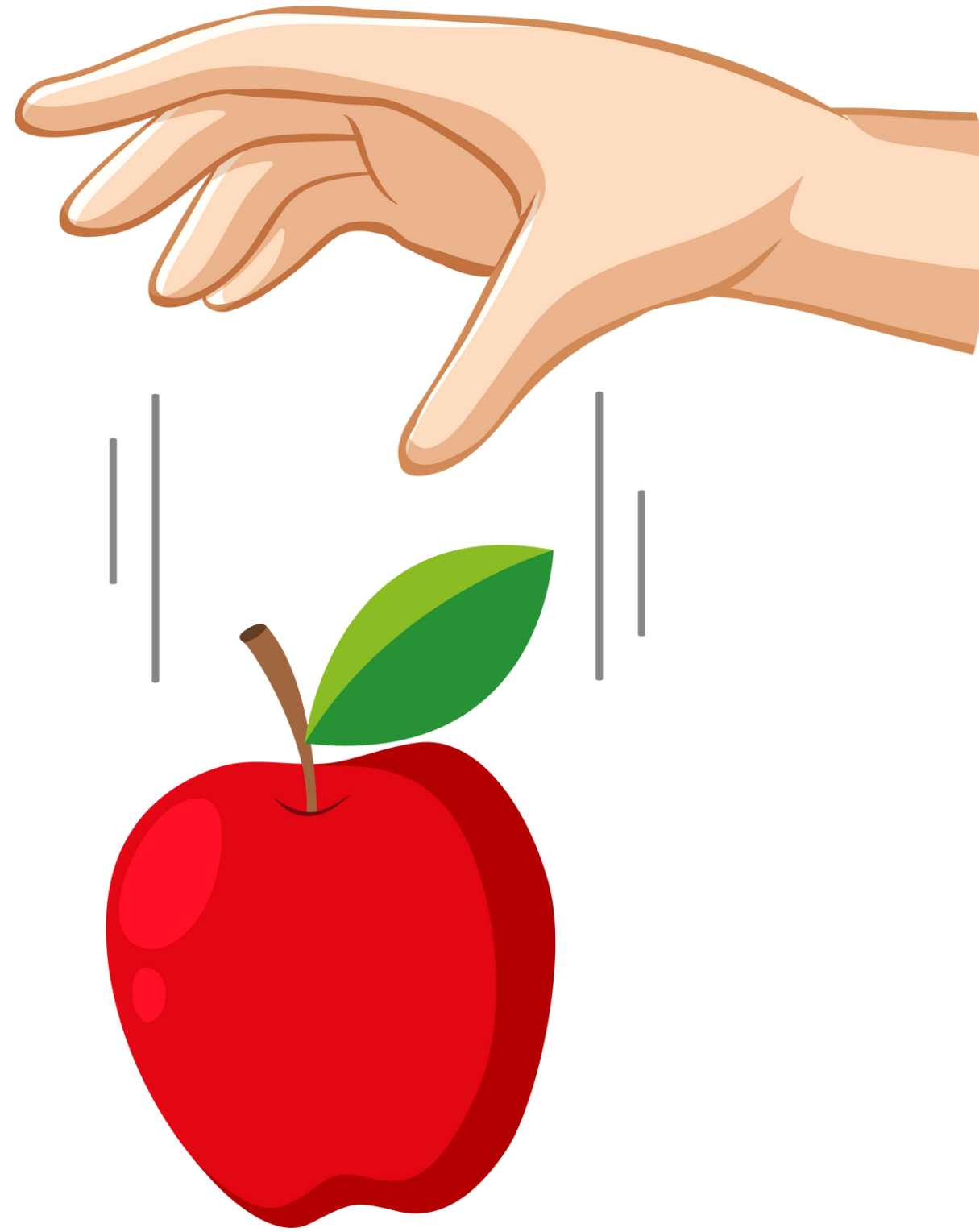
Love Me Some Data:

Can practicing “Coaching Mindset” really help you progress?

- “Learning promotes brain health” and can help limit the debilitating effects of aging on memory and the mind” (UCI, 2010).
- “Lifelong learning can help individuals cope with the “fast-changing world,” increase income, and create an “enriching and fulfilling” life (Laal, M. ,2012).
- “Those who see themselves as lifelong learners are younger, better educated and better off financially than others” (Horrigan, 2016).



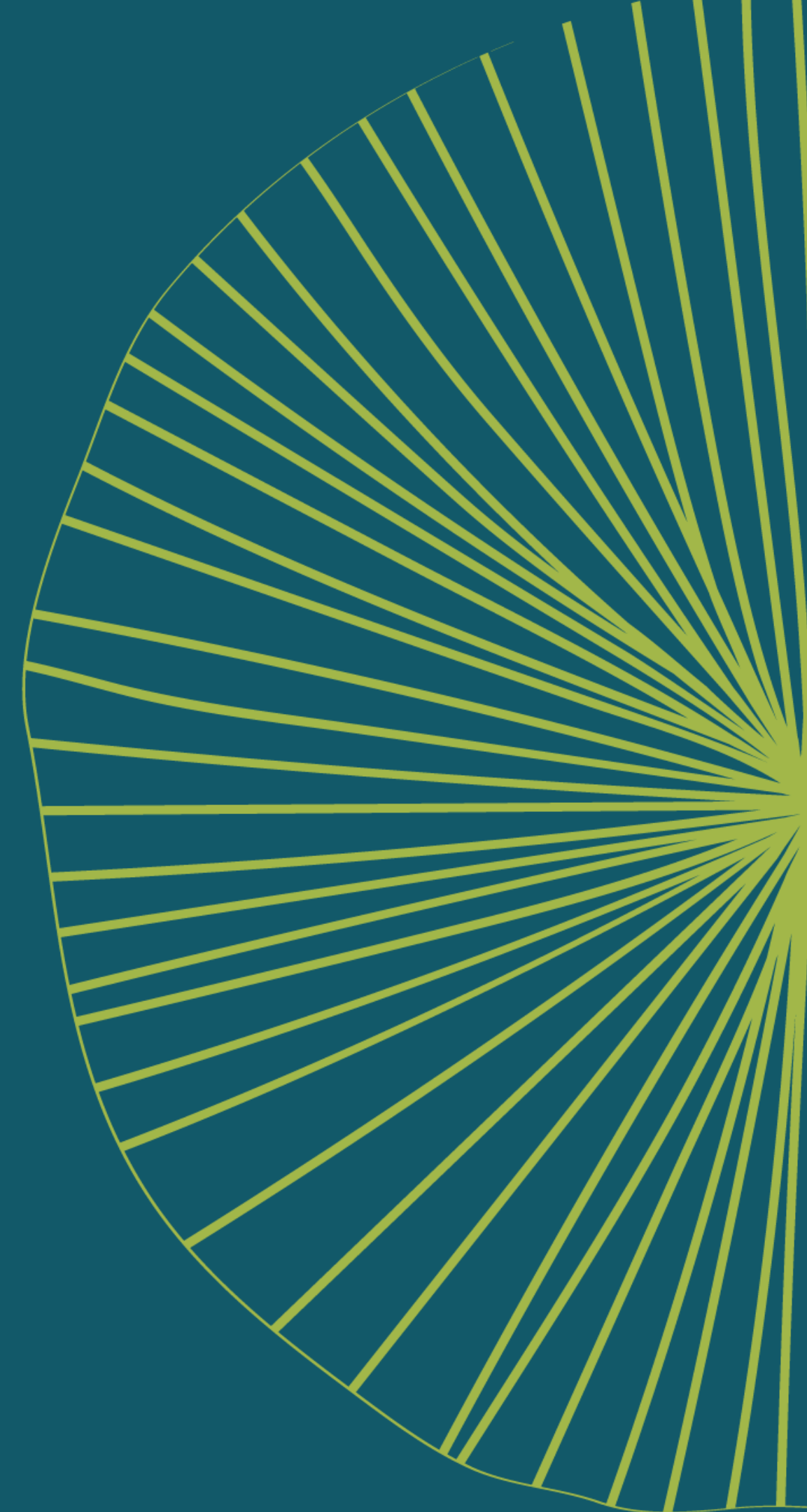
Strategy #1



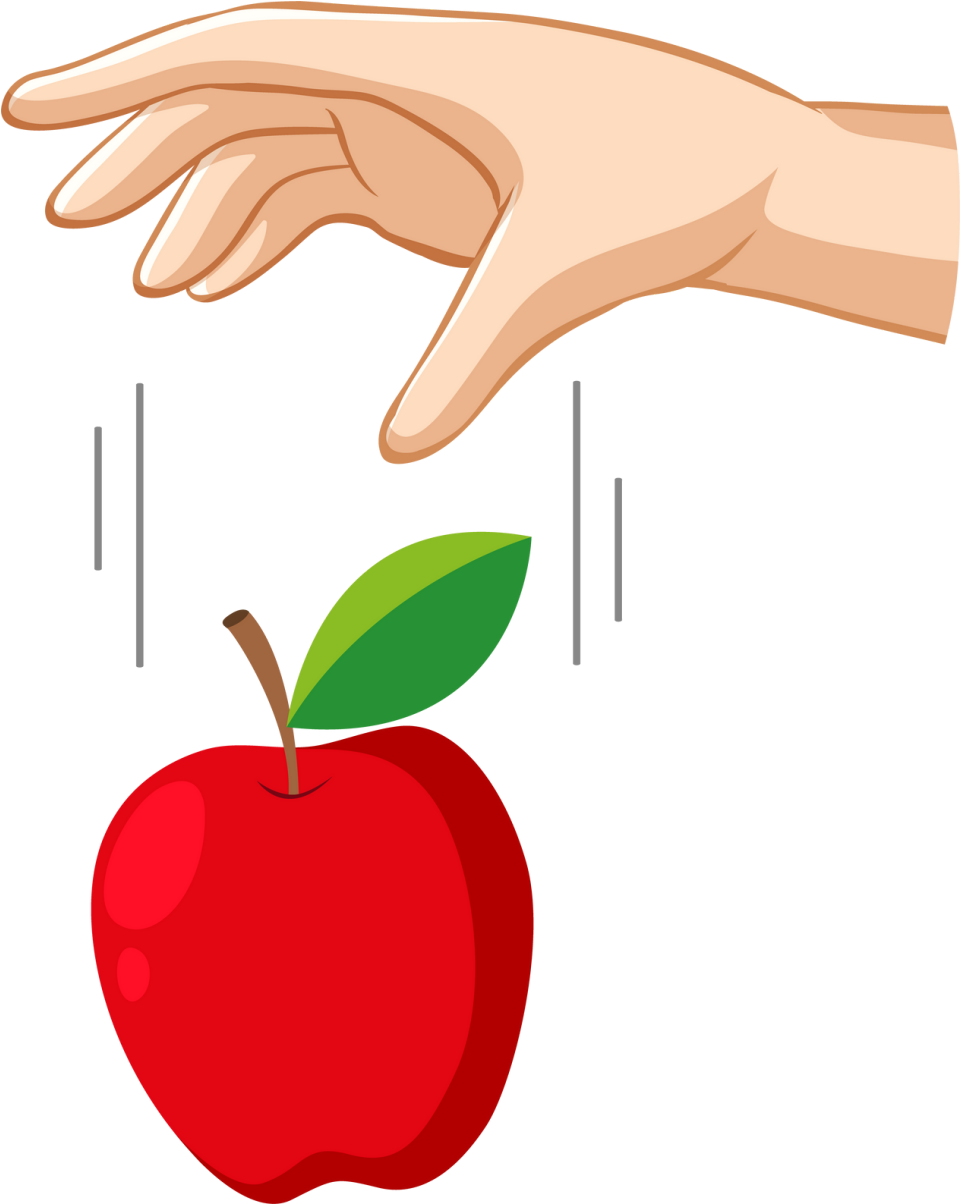
1

**STRATEGY 1:
PLAYER VS VICTIM**

Who's got the control?



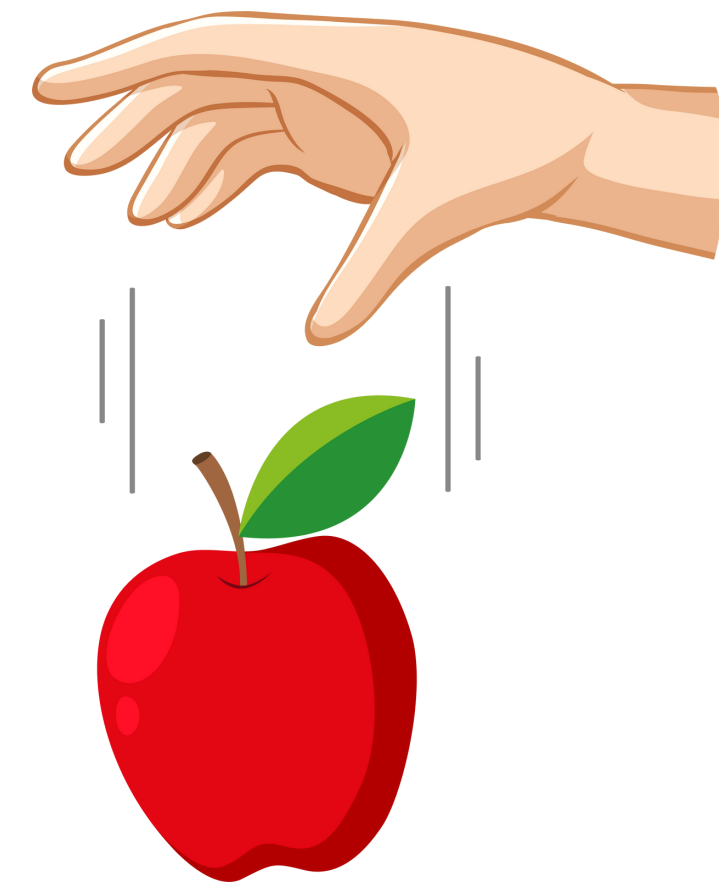
PLAYER vs. VICTIM



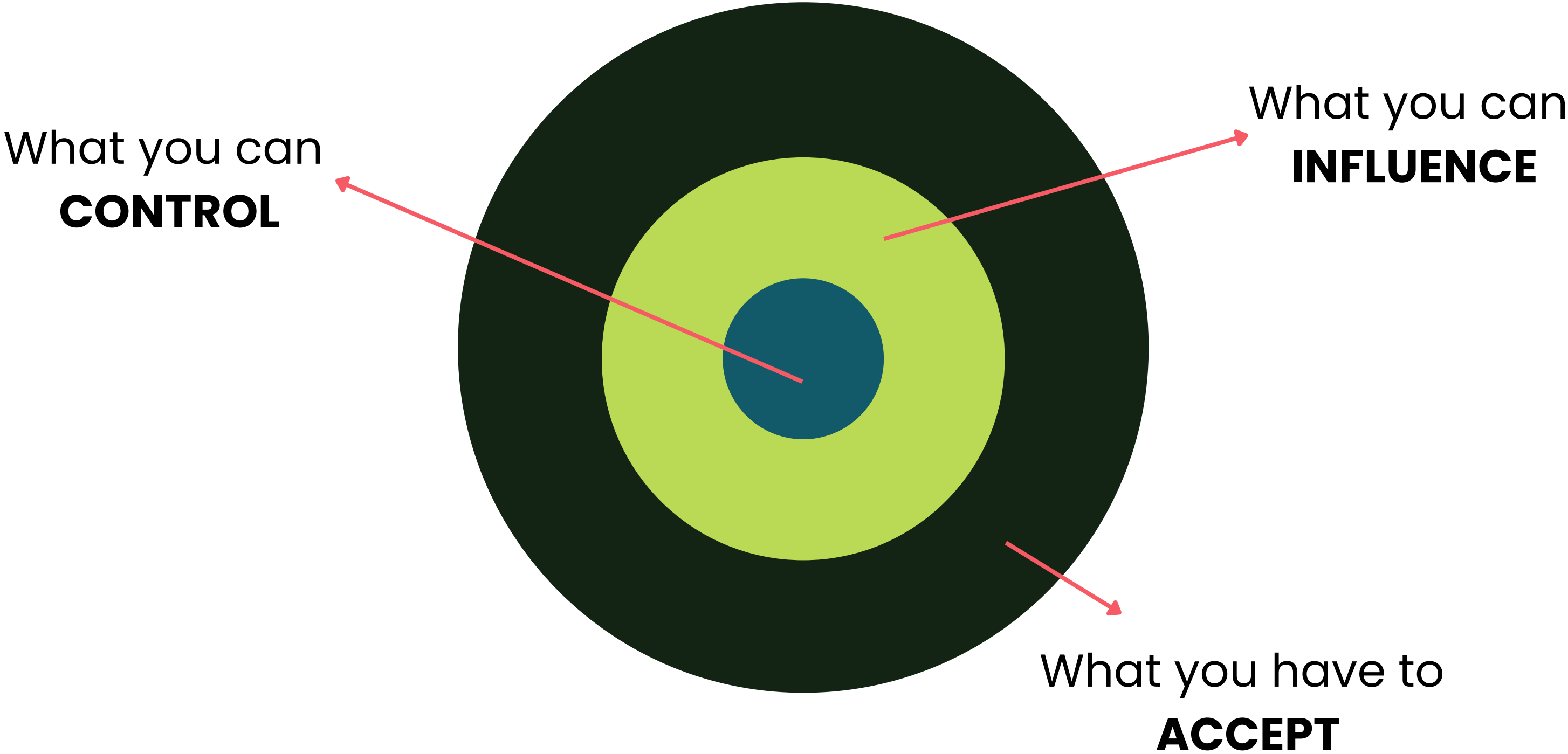
Let's warm up:
1 min



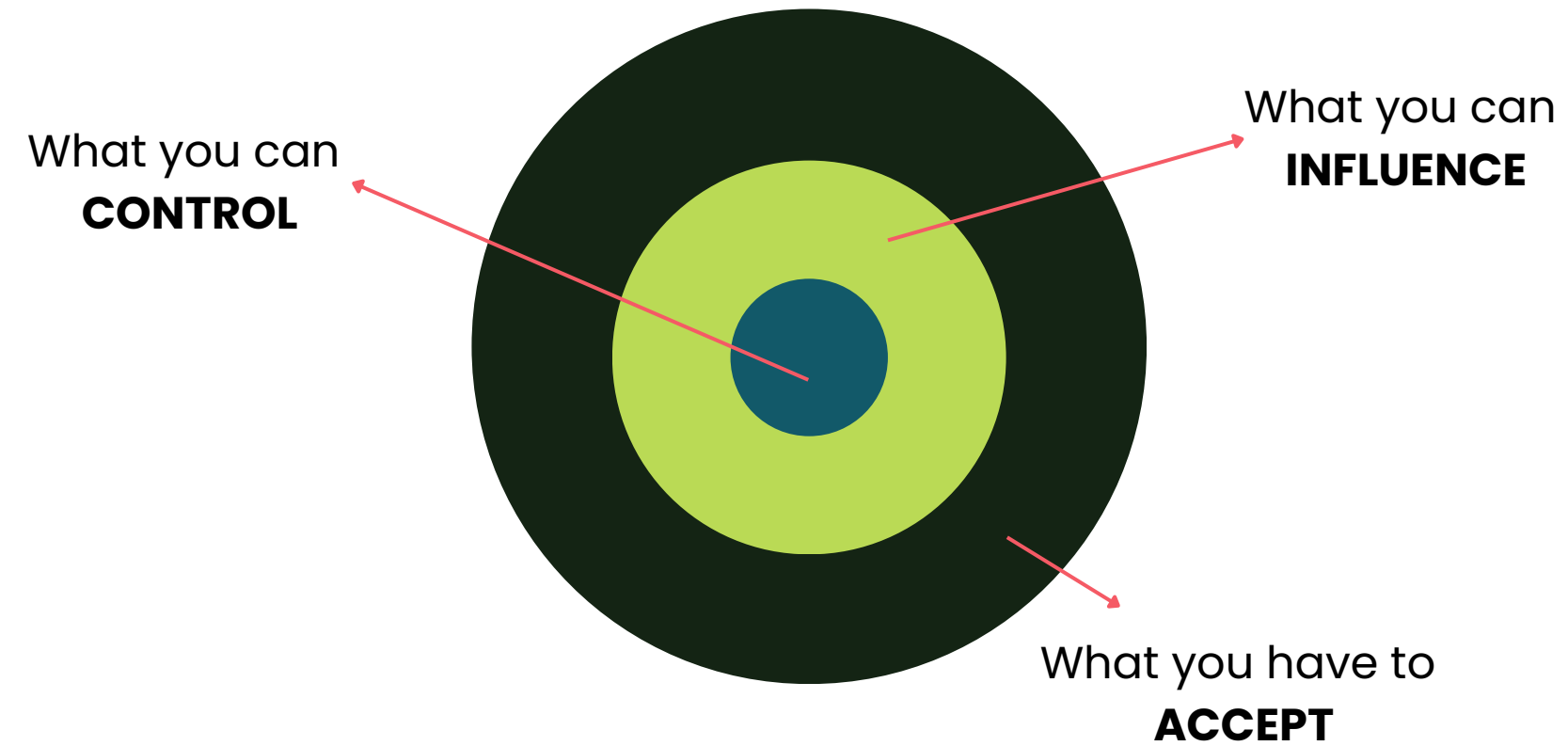
- Grab your pen & note pad
- Think about a frustrating situation you've experienced in the last few days - big/small/at home/at work/with friends/manager etc
- **Tip:** Think about one thing you've complained / ranted about recently. Try to remember that moment & your mood.
- What were some of the words/sentences you used?



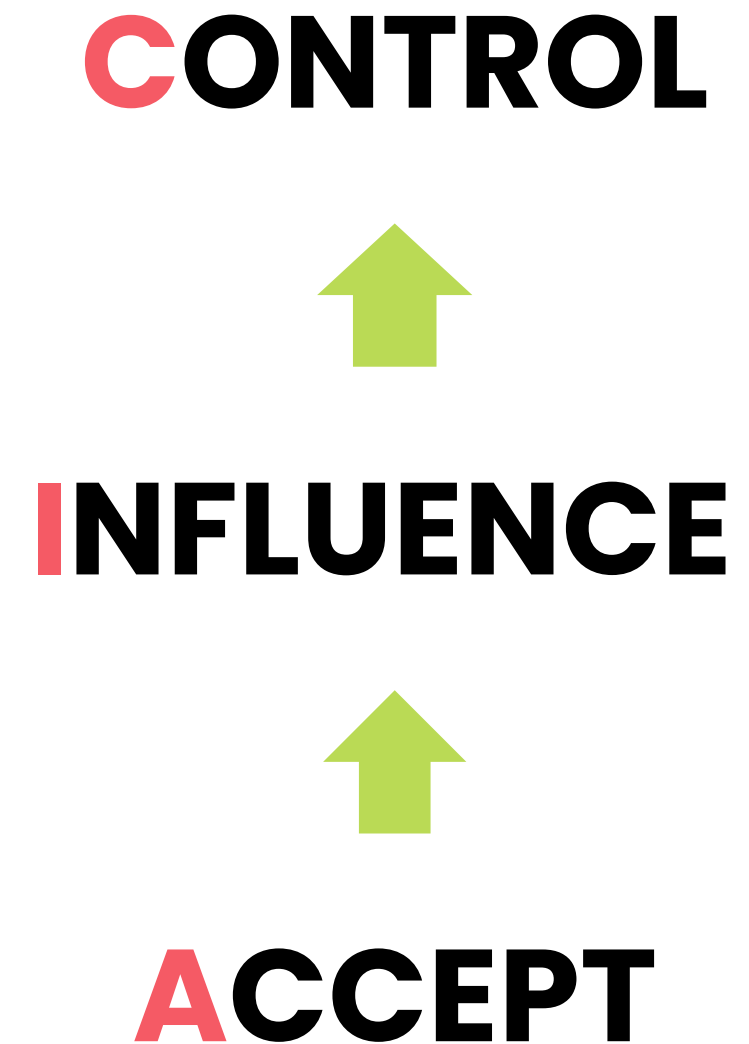
THREE SPHERES OF CONTROL



The CIA Framework



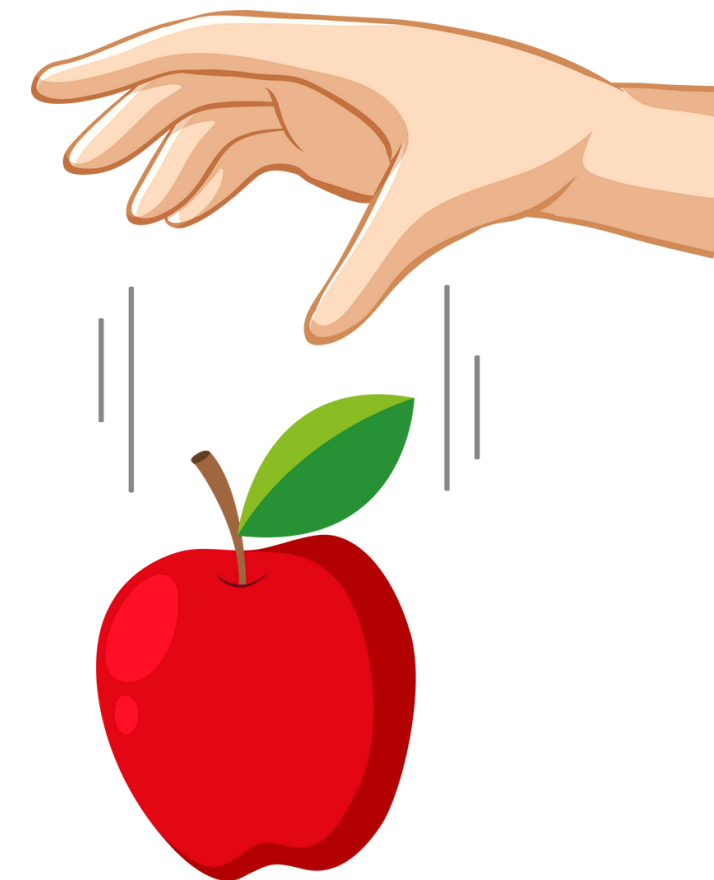
- What can I control?
- What can I influence?
- What do I have to accept?



**Now comes the real cardio:
2-3 min**



- Now go back to your challenging situation & let's think with the CIA model
 - Which part can you **control**?
 - Which part can you **influence**?
 - Which part you have **NO** control or influence?
- **Write down:** What are some things I can do now?
 - Don't limit, write down ideas for 1 minute.
 - *Optional* "What's the first action I want to take?"



Strategy #2



KNOWER



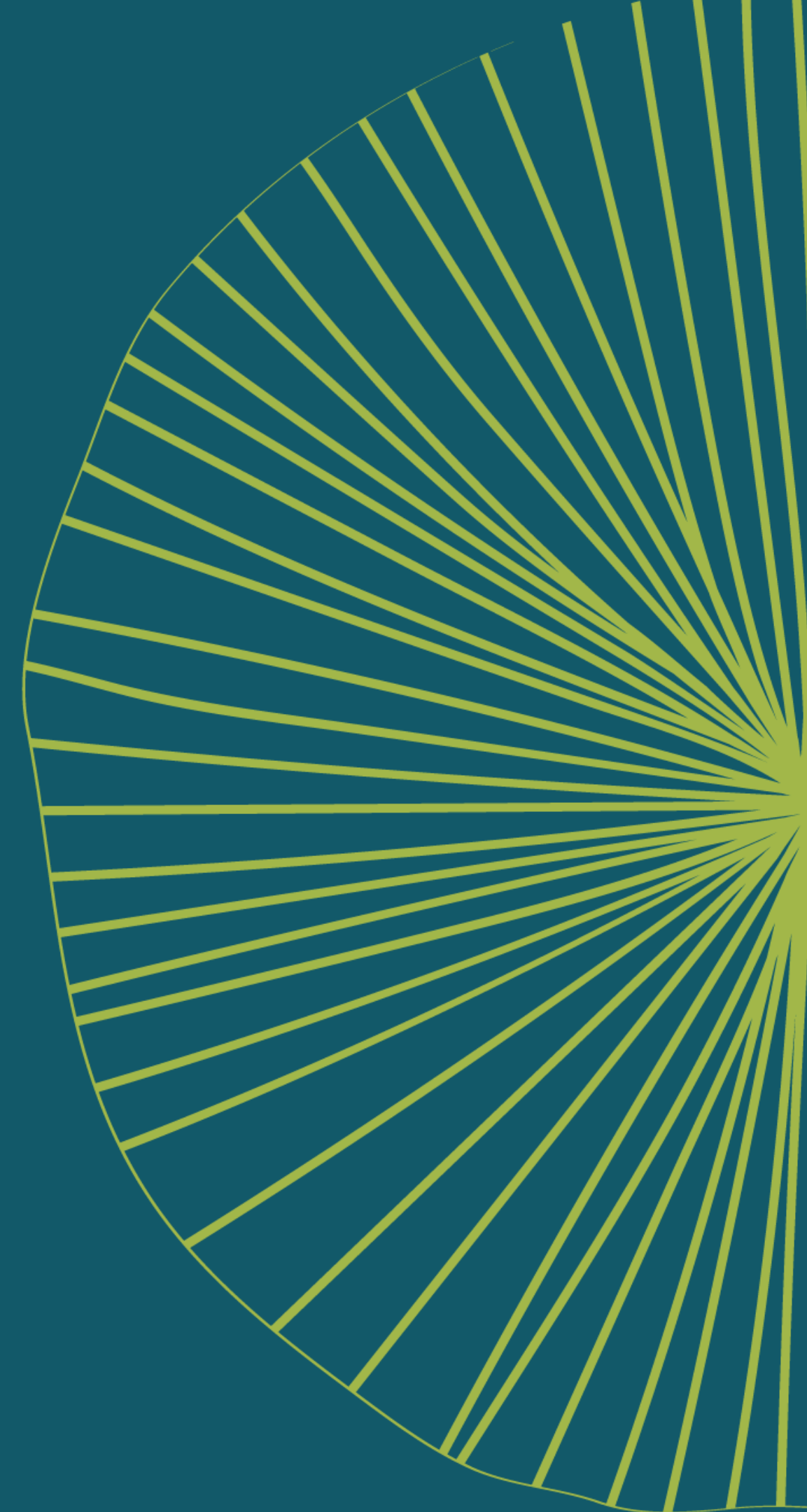
LEARNER



2

**STRATEGY 2:
LEARNER vs KNOWER**

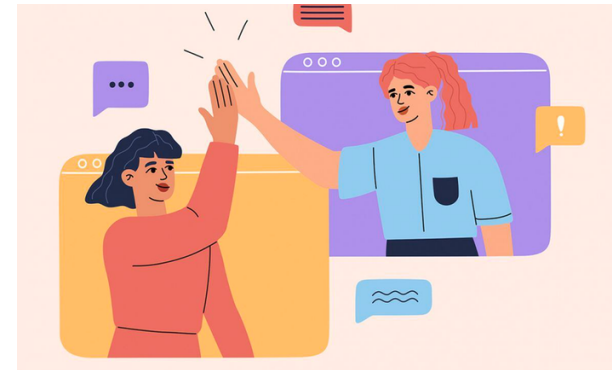
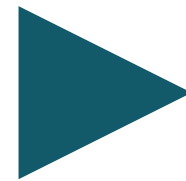
"Tell me more..."



A MINDSET SHIFT



"There is a right answer"
"I know the right answer"
"If you disagree, you must be wrong"
"This is not my fault"



"There are no right answers"
"I have a perspective"
"If you disagree, you probably have a different perspective"
"I wonder why it didn't work out"

**K
N
O
W
E
R**

- Closed to feedback
- Use their expertise for power
- Ask closed-ended questions
- Make statements disguised as questions
- Make assumptions
- Look outside for fault



**L
E
A
R
N
E
R**

- Hungry for feedback
- Seek possibility
- Ask open-ended questions
- Show curiosity and openness
- Challenge assumptions
- Look within first



THE POWER OF OPEN QUESTIONS



HOW

WHEN

WHO

WHICH

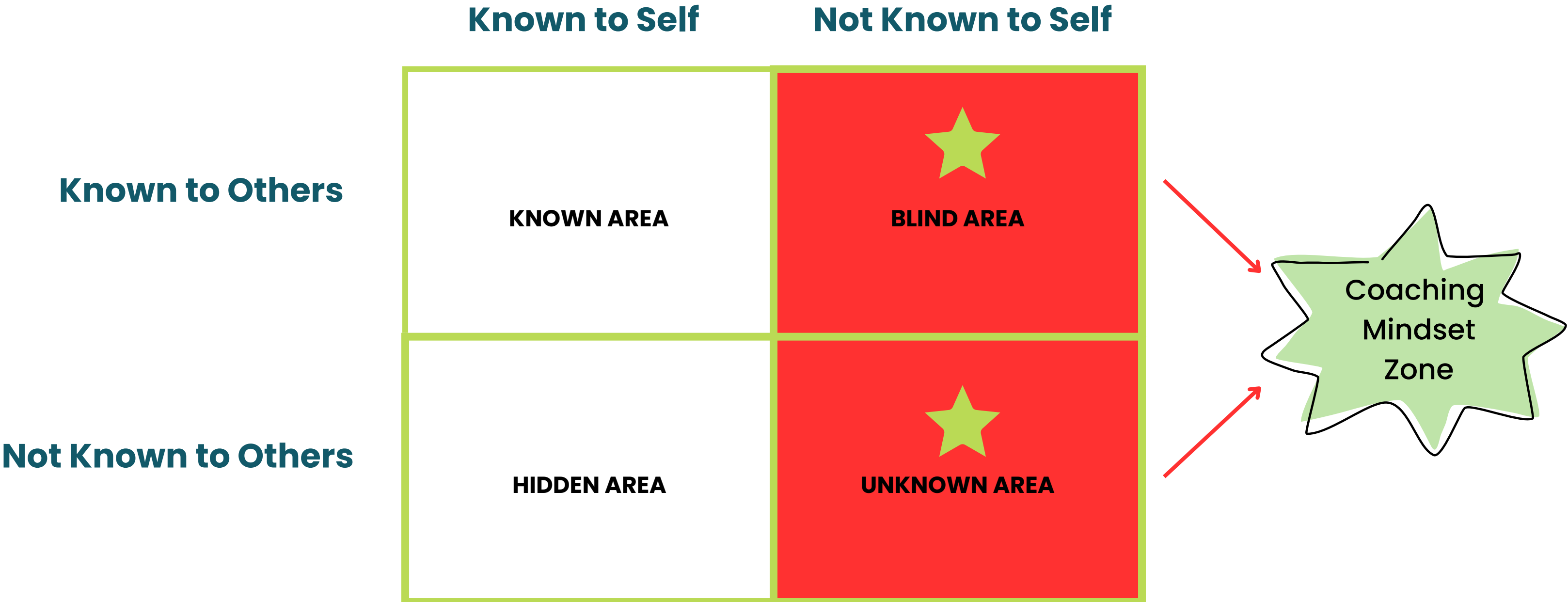
WHY



- Deeper understanding
- Increased engagement
- Enhanced creativity
- Personal growth
- Stronger relationships



JOHARI WINDOW



Here is a special yoga pose for you that you can practice when you are stiff:

1-2 min



“When in doubt, lean into curiosity”

- Hmm, tell me more...
- Help me understand...
- How do you see it?
- What made you choose that option?
- How was your thought process?
- What would be most useful to you right now?



Bonus Databank



[Download Here](https://shorturl.at/ejnx9)

<https://shorturl.at/ejnx9>

Strategy #3

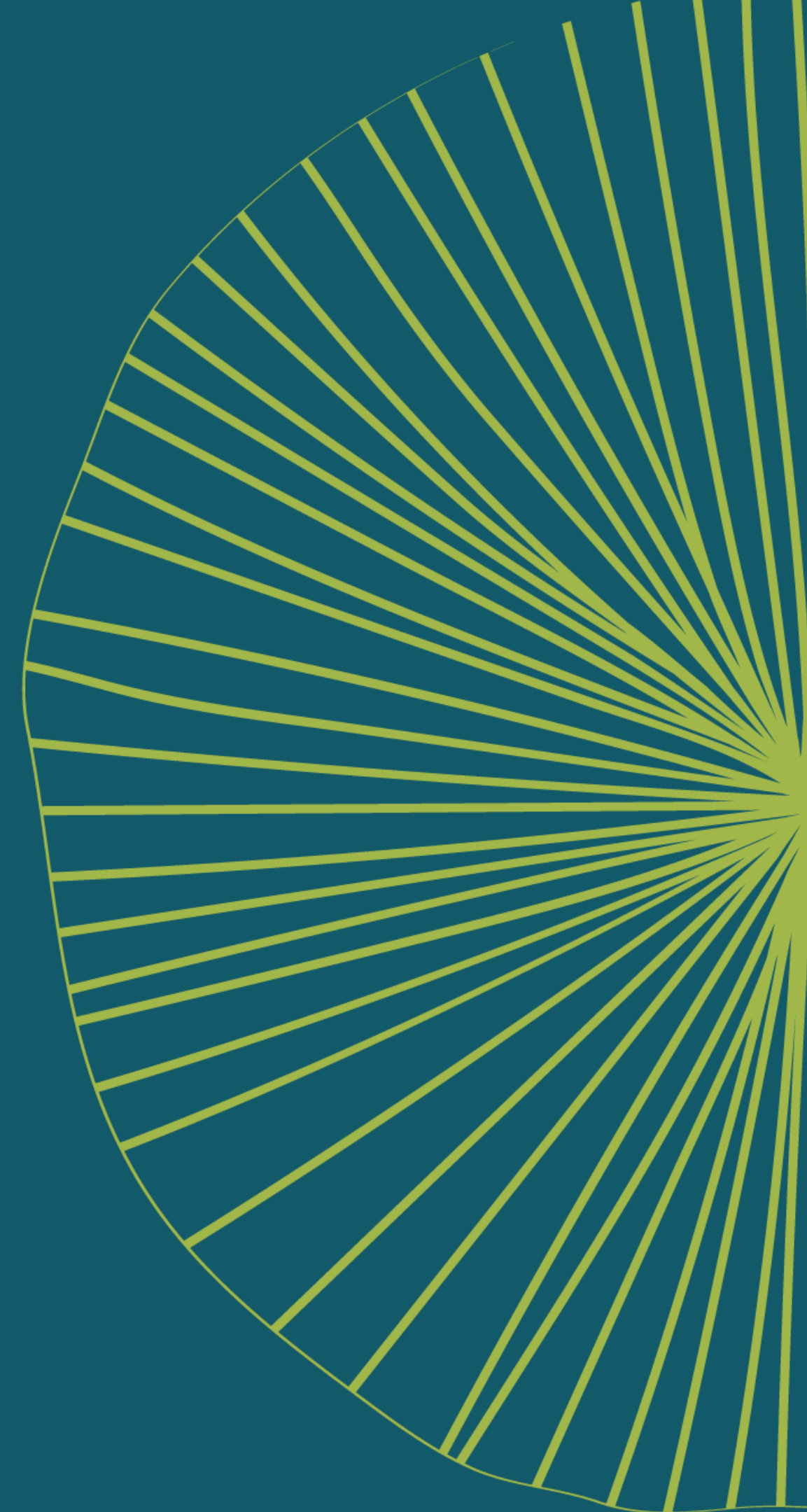
What do these people have in common?



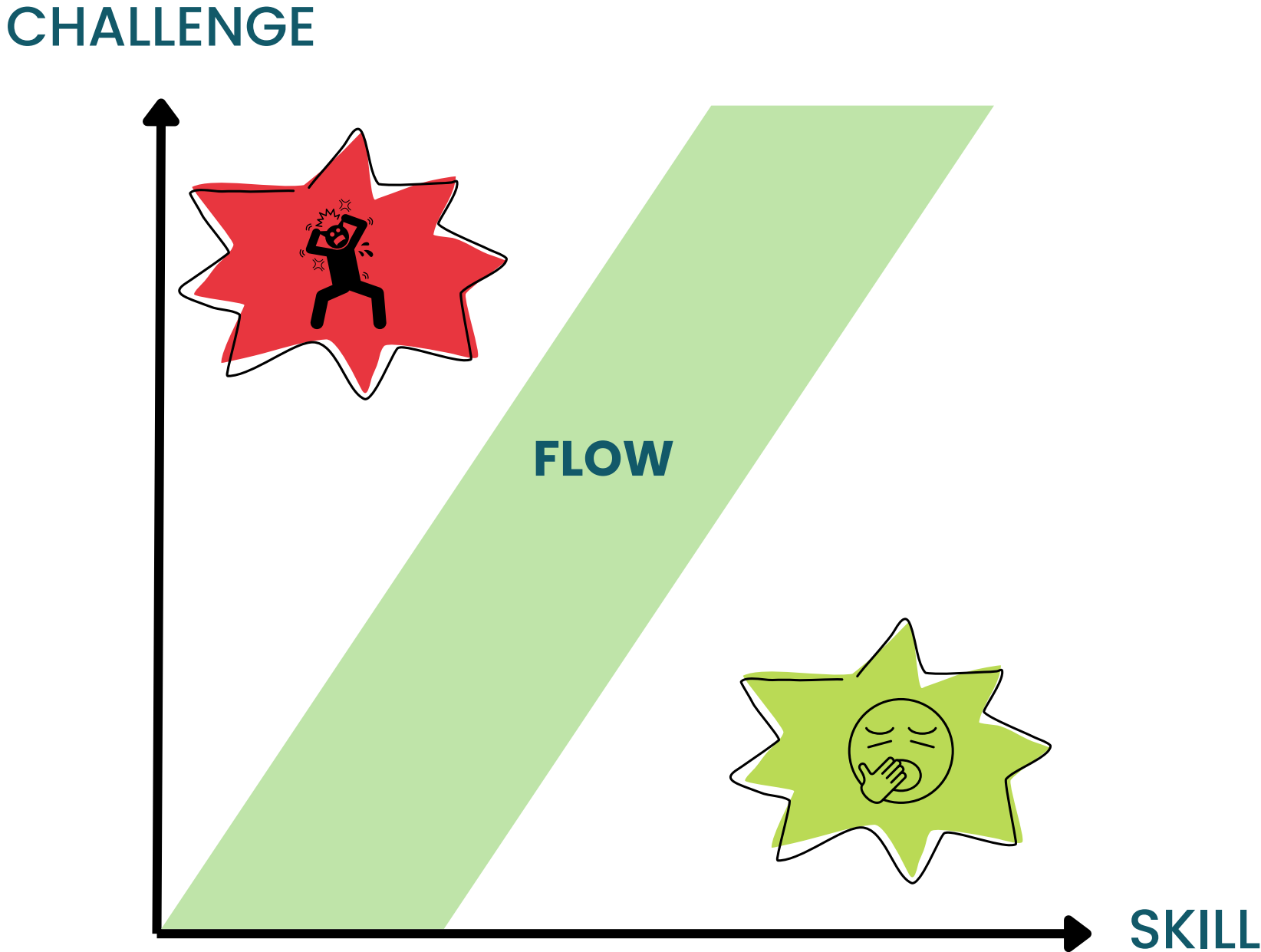
3

**STRATEGY 3:
COMFORT VS STRETCH ZONE**

How do you grow?



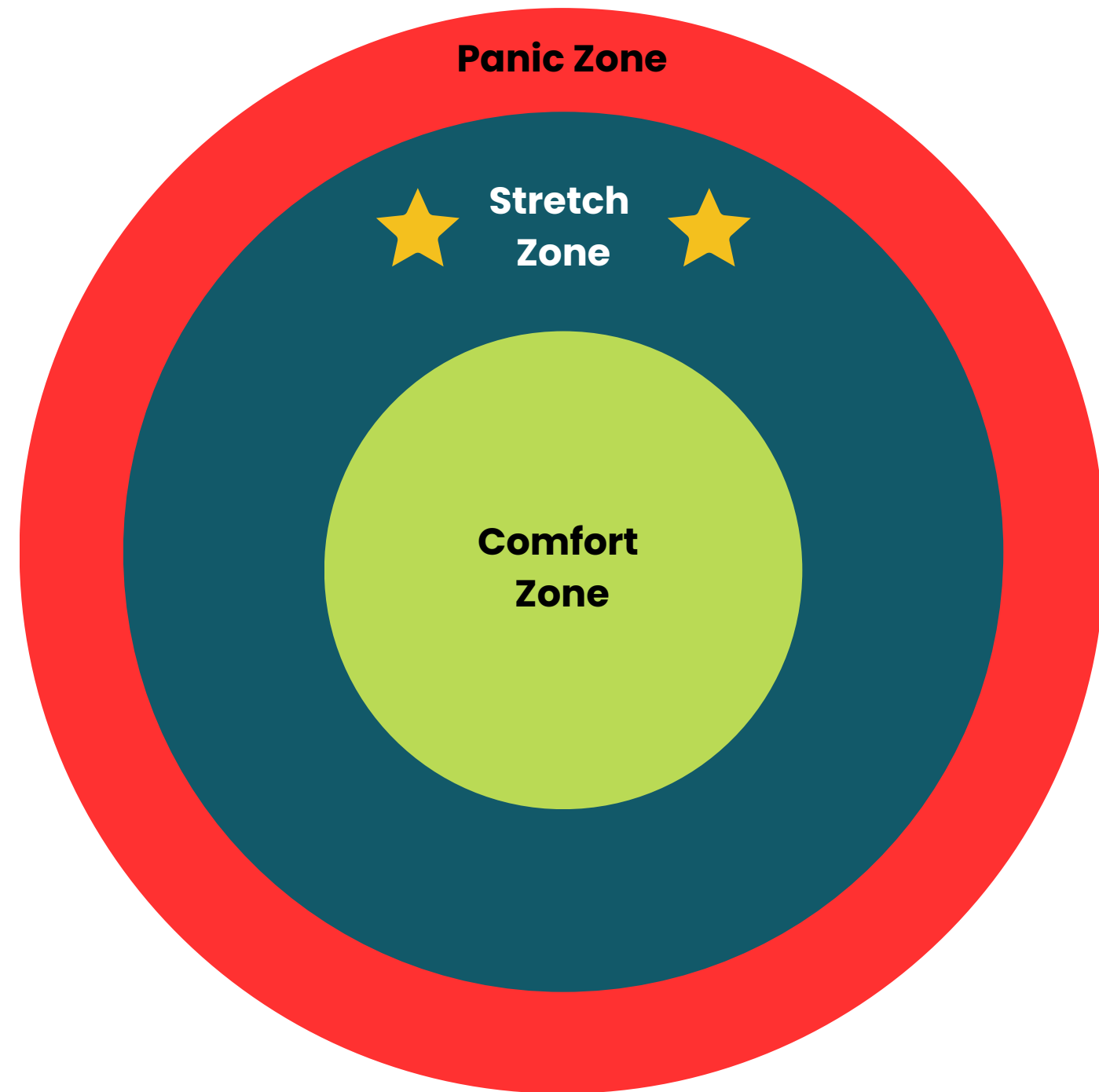
FLOW STATE



Mihaly Csikszentmihalyi, Flow: The Psychology of Happiness




THE COST OF STAYING IN THE COMFORT ZONE



- Stagnant Potential
- Unfulfilled Dreams
- Limited Happiness
- Underdeveloped Skills
- Missed Connections

Bonus Worksheet



FLOW ACTIVITIES WORKSHEET 1/2

Think about the activities that put you in the flow zone and jot them down. Then, score them under each heading on a scale of 10, 1 being the lowest, and 10 being the highest. Choose the activities that have the highest scores and aim to maximize the time you spend doing them in the next few weeks. Reflect after 2-3 weeks and tweak your flow chart, where appropriate.

Category	My flow activity	Feel skilled	Feel challenged	Do it for its own sake	Truly focused	Feel in charge	Lose sense of time	Feel calm	Total Score
E.G. WORK	designing worksheets	8	7	9	8	8	7	6	53
PHYSICAL									
CREATIVE									
CHORES / LIFE ADMIN									
SOCIAL									



[Download Here](https://shorturl.at/juDIU)

<https://shorturl.at/juDIU>

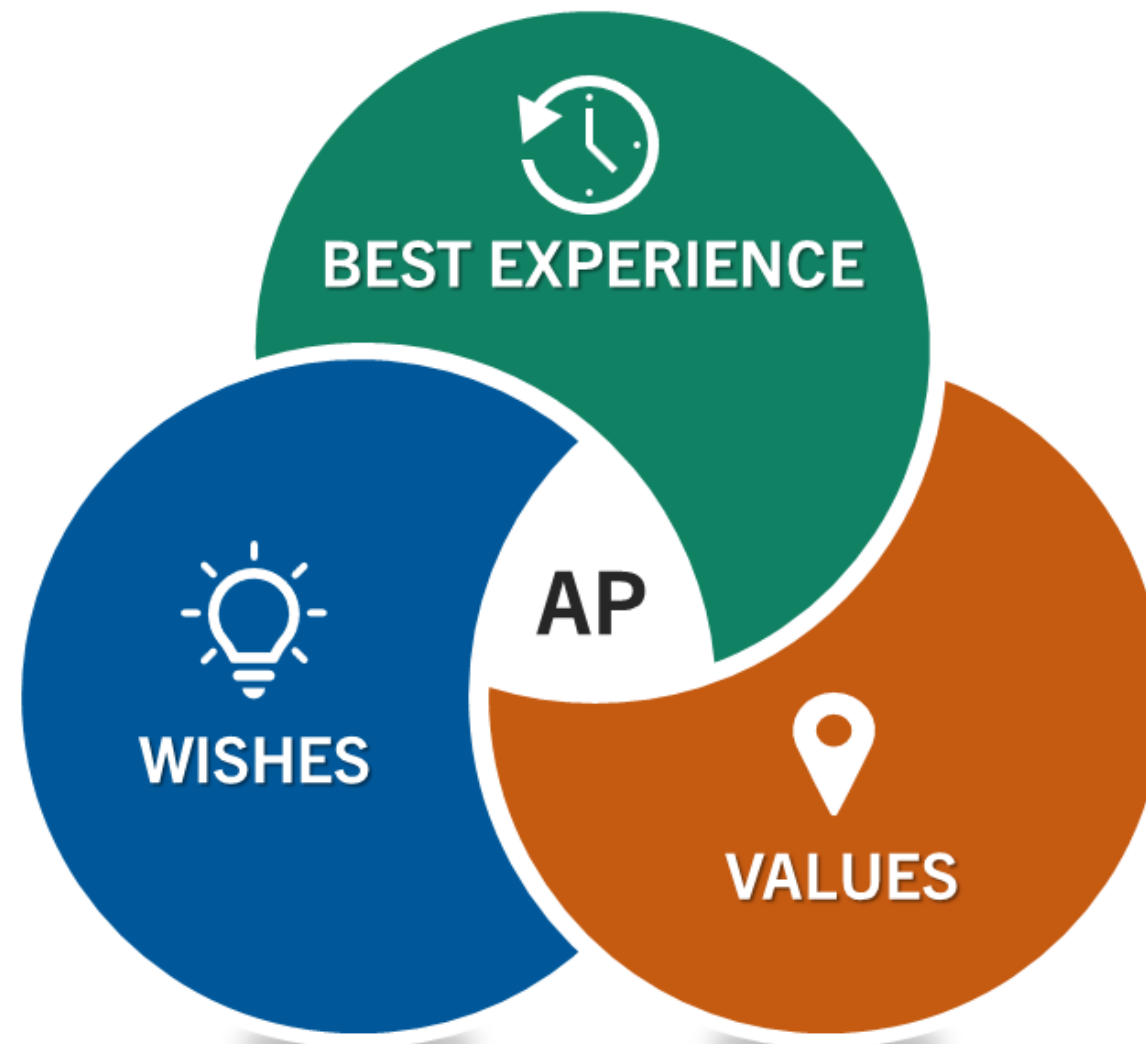


Final stretching: A coaching mindset tool for stretching yourself


+++ "Positive Inquiry" +++


2-3 min

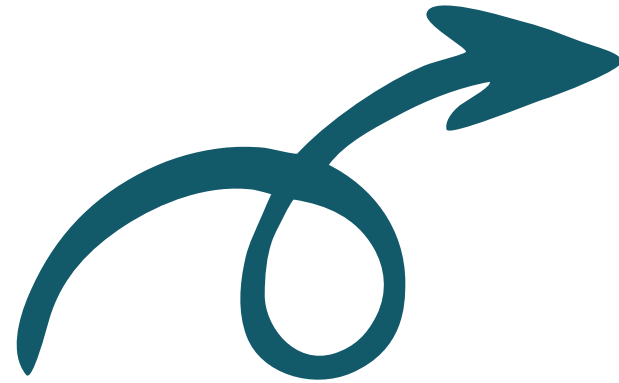
APPRECIATIVE PROCESS (AP)



 **BEST EXPERIENCE** (past)
Learning from our best lived experience.

 **VALUES** (current)
Discerning what has meaning, significance, and value now.

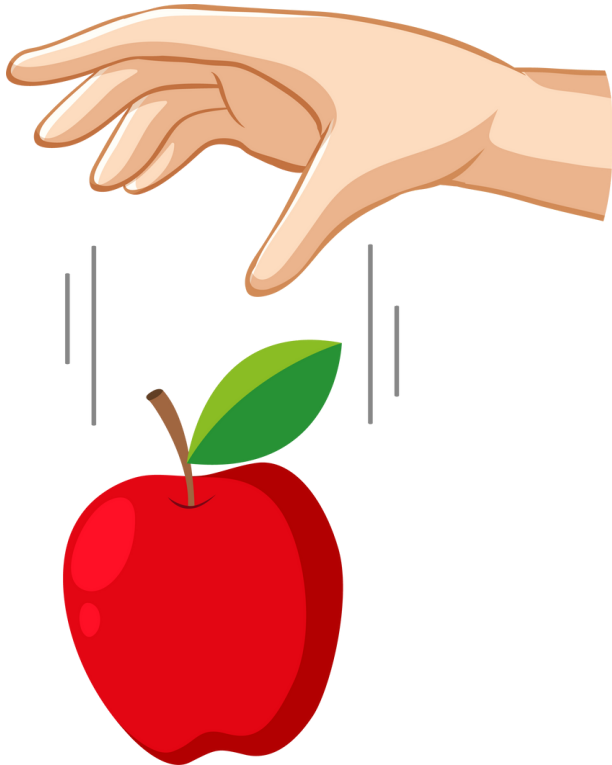
 **WISHES** (future)
Dare to dream of the ideal, possible outcome.



Feedback Form - 2 minutes

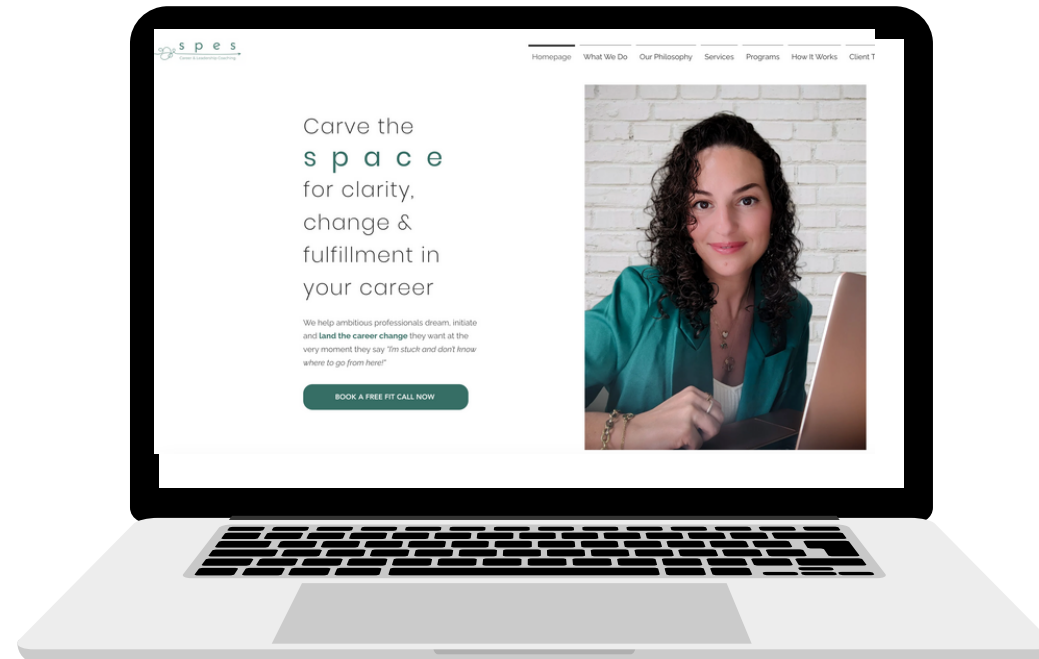
bit.ly/mervelisya

3 Things to Remember



Oh but you want more of a good thing?

FIND US AT



www.leadrisecoaching.com

www.spes-coaching.com

THANK YOU!

