

Shift Happens

Occasionally there are magical moments in coaching where a shift is felt by both client and coach. Something has shifted at a deeper level; as the unconscious mind surfaces a new connection, a completely fresh perspective emerges.

It's a spine tingling moment as you sense that the coachee is moving towards the leader they really want to be. Rather like a line of dominoes, once the shift happens, other changes can often quickly follow.

Dilts' model of neurological levels of change can help explain things here.

This kind of shift often happens at an **identity** level: *"Aha – I no longer feel that I have to be seen to be right and keep busy all the time – actually my job as leader is to orchestrate others' activities."* The **behavioural** changes that follow (delegating more, stepping back and seeing the bigger picture, focusing on strategy not day-to-day actions) follow, as if a creative blockage has been released.



Robert Dilts Model of Neurological Levels



Rachael Ross | Leadership Coaching and Development

rachael@rachaelrosscoaching.co.uk

Tel: +44 (0)1264 882 400