

Coaching - Different Points of View

The effective coach can see and understand a situation from many different points of view. This process allows you to take multiple perspectives on any issue using perceptual positions. It can be used in many ways, especially when you are one of your staff is entrenched in one particular point of view.

Perceptual Positions:

Self	Considering a situation from your own point of view, seeing it through your own eyes, from your own standpoint, with your values and personal history.
Other	Considering a situation as if you are the another person, seeing it through that person's eyes, from their standpoint adopting that person's physiology, personal history, and values (as far as you are able). The more complete the shift, the more information that you will gather.
Observer	Considering a situation from a neutral position, seeing yourself and all parties as if from the outside. Taking a totally objective point of view.

Exercise:

1. Take a moment and remember an argument or a situation where you were intimidated, or a situation where someone did some behavior that hurt your feelings. Choose a situation that is only mildly to moderately unpleasant.
2. Remember the situation first by stepping back into it in the self position. See, hear, and feel what occurred from your own point of view. Briefly discuss your feelings and your perceptions of the other person with your partner.
3. Now step into the other person's shoes and imagine the situation as the other person might have experienced it. See, hear, and feel what occurred from the other person's point of view. Briefly discuss your feelings and your perceptions of the other person with your partner.
4. Now take an observer's point of view and see yourself and the other person as if from the outside. Imagine positioning your observation so that you see both yourself and the other person equally (equidistant from your observational position). See, hear, and feel what occurred from your from a purely neutral point of view. Briefly discuss your feelings and your perceptions of the other person with your partner.
5. Return to the self-position and notice what it is like now that you have all the information from each perceptual position.