



## SUCCESS STORIES

### COACHING WITHOUT JUDGEMENT

The founder and owner of a Strategic Planning and HR Consultancy firm recently began coaching with Chris Thyberg. She had just taken the Leadership Circle Profile 360 assessment and was processing the results. The LCP is a rigorous and challenging process that includes a self-evaluation as well as independent evaluations from clients, supervisors, staff, peers, partners, and key stakeholders who have a bird's-eye view of that individual's leadership style.

The results can be tough to take. There can be troubling gaps between how a leader views their leadership and how their colleagues view their leadership. The additional open-ended comments from colleagues can include some appraisals that sting.

Chris guided this client in a laser-focused, 90-minute coaching session that opened her thinking, settled their spirit, and helped her find her own growth path based on her LCP results. As Chris and the client explored her Leadership Profile, she reported how incredible it was to be listened to fully without judgment as Chris noticed nuances even the most experienced coaches had previously missed.

With a blend of curiosity and candor, Chris invited the client to go deeper and get to the heart of what was showing up in her experiences in both work and personal life. As they discussed the disappointing areas, Chris encouraged the client to approach the information from multiple perspectives. This provocative conversation shifted the client's perspective and allowed her to create a meaningful growth plan. The client continues to be incredibly impressed by the deep wisdom they draw from the coaching process and **TSW's** approach towards leaders as they process difficult feedback.

