

ICF Gauteng Chapter: Thursday 26 August 2010

The hall was abuzz with over 80 coaches and potential coaches, all anticipating the presentation of Dr Michael Hall. He had landed only hours before from the USA.....would he be jet lagged.....no energy...sleepy and boring? Our intrepid reporter established quickly, "I always prepare myself for these overseas trips and started living South African time before I left the States" said an alert and focused Dr Hall.

We were in for a treat, the concentration was enormous, not a word was missed and every pearl of wisdom was noted. It was as successful as we had anticipated it would be and Dr Hall graciously stayed behind after the presentation for more informal chat.

Thank you to Meta Coaching for setting up this opportunity and to Dioune for providing us with a book display of Dr Hall's latest books.

Psychology of Coaching: Dr L Michael Hall

Do you know What to do, When to do it and Why?

1. Developmental Psychology
2. Strengths based Psychology
3. Humanistic based Psychology

Maslow's Hierarchy of Needs – Self Actualisation Needs

Dignity and Value)

Empathise) naturally self actualise

Intuitive)

Everybody is not ready for coaching – some are uncoachable!

Ready for Coaching?

1. Psychologically healthy
2. Ego strength to face reality
3. OK in themselves – ready to be stretched
4. Living in the present
5. Futuristic – they want more
6. Change embracer – bring it on!
7. Growth Mode
8. Want to be responsible
9. Self Actualisation – bright side of psychology versus the sick side.

Growth Model

DOING – LOWER ORDER NEEDS

Am I coping with my safety, money, survival needs? **Animal needs**
– driven by deficiency (when you don't have them – they drive you)

Meaning is a self actualisation process.

BEING – HIGHER ORDER NEEDS

Can't get enough safety – never take risk

Can't get enough self – lacking in self worth

Truth, knowledge, beauty, music – **Human needs** – will always want more

"I need to get" – animal needs

"I need to give" – human needs

Lower order needs – getting

Higher order needs – giving (expressive needs)

People who move quickly will burn out in Self Actualisation

As we give the meaning we create the instinct

As coaches we look for erroneous areas

What is Self Actualisation?

Adequately coping with the lower needs and aspiring to the higher needs – "you being uniquely you". It is synergy for meaning and performance. It is a journey of discovery.

Peak Experience: little tiny moments of ecstasy – insights

Peak Performance: continual growth and self actualisation

Coaches awaken people to new possibilities – they stir people up –
discomfort them

"No one under 50 is self actualised" Maslow

Recommended Books:

Unleashing Leadership – L Michael Hall

Peak – Chip Conley (owner of boutique hotels in California)

Chip uses Maslows Pyramid as a Business Model for:

- Customer
- Employee
- Business
- Leadership
- Investors

70% value of average companies are its intangibles

- Intellectual property
- Brand
- Reputation
- Loyalties – between customer and employee

Self Actualisation Company: Google – Profit/People/Passion

Feedback

There was an overwhelming interest in the Maslow's Hierarchy of Needs and Self Actualisation.

Did the talk meet your expectations?

I did not have any big expectations – was overwhelmed and excited and motivated to explore self actualisation”.

“Old stuff” packed in a “fresh new wrapper” – good to hear it again”.

What had the biggest impact:

“The meaning you give is the instinct you live”

My taste buds were tingled and I am thirsty for more”

The Model of Meaning and Performance

“Being the best version of you”

Self Actualisation