

EARNING THE RIGHT TO COACH: SELF-ESTEEM



Refer to page 61 in
The Master Coach

Have you ever worked for or with a leader who did not celebrate your successes or neglected to affirm you frequently, avoided giving you constructive feedback, or tended to speak over you during meetings? Potentially they were struggling with low self-esteem, and it came out at the expense of you and your development.

Healthy self-esteem is quite different from what we might call egotism, arrogance, or narcissism. It's not bragging, self-promotion, or over-confidence, but rather, it's about feeling OK with who you are; it's about having a foundation of self-respect.

Ego tends to have a connotation of relativity to others (i.e., *"I am better than..."*); whereas high self-esteem doesn't rely on being better than anyone else. It's about accepting and liking who you are without making judgments or comparisons with others.

Having a healthy degree of self-esteem is critical because only a coach who is confident and self-assured can put their insecurities aside, focusing on the Talent. A healthy self-esteem allows the coach to model the learning, confidence, and personal development that are essential in coaching.

Reflect on these questions to evaluate your degree of self-esteem:

- Do other people's achievements inspire you?
- In your relationships and conversations with others, is there enough room for them? Or is most of the space occupied by you?

If you answered "Yes" to both, you likely have a healthy level of self-esteem and do not use the coaching relationship to feed your ego. A coach needs a healthy level of self-esteem to be fully dedicated to helping the Talent. The exercise to the right will provide you with a *"Self-Esteem"* check-up.

Exercise: Boost Your Self-Esteem

Reflect on your career to date and make a list of your successes. Beside each of these successes, make note of the talents and abilities you brought to your work. How can you make better use of these talents and abilities in the future?

Describe yourself in one or two paragraphs. Focus on your unique attributes, traits, and characteristics.

Create an inventory of all of your leadership and interpersonal strengths. How can you better use each one to serve others, particularly in your coaching relationships?

TIP: You will radiate confidence and humility when you have a high degree of awareness of your personal strengths.