This program will be held virtually online. The practice of coaching requires the ability to understand the whole person and the personality dynamics of each client; yet training in coaching does not generally provide in-depth education in assessing and working with different personality types.

In this intensive online program, we will discuss the coaching presence needed to coach executives. We will explore the different temperaments, characteristics and personalities of individual executives. In exploring the hierarchy of defenses one uses as an executive, we will discuss the best approach a coach can use to support their client.

The participants will be introduced to an assessment tool to better understand and manage themselves during the coaching engagement. This tool can be also be used with your clients.

The program will focus on understanding and working with the characteristics and manifestations of narcissism, perfectionism and control, anger and conflict management, burnout and issues of self-esteem.

Participants will explore how to coach each differently and how to know when a referral to another practitioner is needed. Emphasis is on the cases from participants’ practices in relation to personality dynamics and theory. Therefore, pre-work is needed to prepare for this workshop.

Benefits
As a participant in this program you will learn:

• Positive and negative aspects of the individual personality types and how they impact organizations
• Individual relationship styles, conflict management styles, and how to determine the most effective way to work with these different styles
• Strengths of clients served and ways to build on these
• Manifestations of personality types in personal and family life
• Roles of race, gender, and age as they relate to executive personality dynamics

Participants
This program is one of the requirements for the GISC Advanced Coaching Certification.

This program is International Coach Federation (ICF) certified for 19 core competency hours and 4 resource development hours.