

Andy:

Hi everybody, welcome to the Reboot Podcast. This is Andy Crissinger. I am the director of coaching and also a coach and facilitator myself here at Reboot. And today I'm with my friend and colleague, Dan Putt, one of the co-founders of Reboot and our director of client engagement. Dan, great to be with you.

Dan Putt:

Good to be with you, Andy.

Andy:

I wanted to chat with Dan today about this question of, how do I know if coaching is right for me? And so in this conversation, as we unpack this question, we'll also be talking a little bit about what coaching is, and maybe what it isn't.

We'll probably touch on some of the themes, some of the broad themes that tend to show up in a coaching relationship. But really, we're speaking today to anybody who might be curious about coaching, but maybe it is on the fence, not sure if it's right for you. Or perhaps you have tried coaching in the past, and for whatever reason, it didn't work or it wasn't helpful, but maybe you're curious again.

Dan has been our Director of Client Engagement for most of the time that Reboot has been in existence, which means there's really no one who's spoken to more prospective clients at Reboot over the years than you have. You've also helped us as coaches be prepared to have those conversations effectively and well. And so I wanted to just kind of start, Dan, with this question. If I were to start this sentence and you were to just riff on it.

I might be a good fit for coaching if. How would you complete that sentence? Where does your mind go?

Dan Putt:

I might be a good fit for coaching if I am open to doing the inner work and doing the inside out work of growth and development. So that's being willing to look within and be introspective, to ask ourselves the hard questions. How am I complicit in creating the conditions I say I don't want? How might I be holding myself back, my team back? How might I be thriving and what would I like?

So it's, it's this internal curiosity, what we might call a reboot radical self-inquiry. But it's the ability to gently look within and try to better understand ourselves, what makes us tick, and the patterns that are running. And so the willingness to go there is first and foremost, really probably the most important thing for somebody who's gauging whether or not coaching is a fit for them.

Andy:

Okay, so we might think about that first gateway of, you know, assessing whether someone is a fit for coaching right now, being their willingness to do what you call this inside out or inner work, inside out work of professional personal leadership development. That is something we talk a lot about at reboot, it's baked into who we are and how we approach this work. But maybe for someone who might not be as familiar with that. Why is that so important?

Dan Putt

Well, that's a great question. I believe the most lasting high-impact changes that can occur in our own personal growth and our own professional growth, start from looking within. That isn't to say that we can't get tactics or strategies from outsiders or advisors. That can be tremendously helpful. And often at the beginning of our journeys in particular, getting that level of specifics can be really powerful and just helping us find some solid ground to take action and to move forward.

But the lasting changes occur when we look within when we better understand ourselves, when we better understand what makes us go, what holds us back, and what really matters to us. And when we make choices, when we take action from a better understanding of ourselves, it's way more impactful, it's way more powerful, it's way more sticky. And it often is the right direction for the type of leader we wanna be and the type of organization we want to build. So it may not be the fastest path to change. Sometimes it can be, but it is definitely the most powerful and the most lasting, is to actually start within.

Andy:

And it can build this kind of positive momentum in our lives when we feel like we're in that seat of agency or ownership of our own lives. So one thing that I think that this brings up is that how we assess someone's fit for coaching has much more to do with their orientation toward personal growth than it does any specific presenting issue that's showing up in their leadership. That said, there are some patterns of presenting issues that we've seen with clients who have been great fits for reboot coaching over the years. So maybe we could talk about those a little bit.

Dan Putt:

Yeah, absolutely. Yeah, I mean, everyone comes to us with their own specific challenges or goals. In doing so they come up with their own way of describing it. So I don't want to, I don't want to say that, you know, people come and they say the same things, or we see these four or five same triggers. This is more of a meta description, I guess, of some of the things we see, and it's not a comprehensive list.

Andy:

Right.

Dan Putt:

But just some examples of things that commonly show up in the requests for coaching, again, in

different language, people come in and they express just feeling alone and alone in their leadership journey, not having someone to talk to, particularly in the CEO position, this is common, but it's also common in, in generally in leadership positions, I find, "I can't talk to my boss, I can't talk to my board, I can't talk to my partner. Can't talk to my direct reports about my struggles or my insecurities or where I feel lost. And I just need someone who can help me find solid ground, help me find my voice, help me find my place. So that's a great place for coaching." Can really be a strong sounding board where somebody helps you find solid ground.

Andy:

Maybe somebody who is savvy enough and experienced enough with the world of organizations in which I live and operate, but it's not trying to tell me, hey, here's the right way to be

Dan Putt:

That's right.

Andy:

you know, a series A SaaS founder, but someone who knows and may know enough about that world that they can speak into it are conversant in it. But that's not really what this is about. They're trying to be with you in your experience to help you see yourself and how you're showing up in that unique circumstance.

Dan Putt:

Absolutely.

Andy:

Okay, so one of the meta patterns that we see is leaders feeling alone, and isolated, and coaching can be one way of not just mitigating that, but actually turning that into a learning and growth opportunity, that experience of isolation. How do we flip that? And how do we actually get you into a place of agency?

What are some other meta themes that come to mind?

Dan Putt:

Yeah, sure. A really common one. Then sometimes they're massive and sometimes they're micro, but all of them can be transformational if you have the right support. And that is transitions. So a transition might be as big as I am no longer a fit for this role and I wanna leave, or even I wanna leave and go into a whole new career. That's a very obvious one from the outside.

And so we can support with that for sure. But then there's also sort of these micro ones. And frankly, and a lot of the clients we work with in dynamic, fast-growing, or even just constantly changing organizations, there's a lot of transitions taking place and having the support of a coach who can kind of be a guide and help you properly, and I say properly because I believe

there is a helpful way to approach transitions that can set us up for growth.

Having a coach be there not only helps you navigate the ups and downs of that process, but as I said, also sets you up for growth and continually stepping into the better version, if you will, of yourself. Transitions are really common theme that we see in our coaching work. And often people will feel, feel like they need to reach out for help at a point where they feel lost in the transition or they feel scared of the upcoming transition. And again, the transition itself may not even be visible from the outside, but the felt experience of it is pretty profound for folks. And that's a place where a coach can be really, really helpful.

Some other common triggers that might lead to someone reaching out to us for coaching someone struggling with burnout or fatigue, just feeling done with the work or finished with their work. Someone who's just feeling like they're out of alignment either in how they're showing up in their role or even in the role itself or the team they're with, out of alignment with kind of core to who they are and what matters to them versus what they're having to do or how they're having to engage with their day to day. That's a really common one. And that one actually can lead to burnout kind of to the last point.

Dan Putt:

And then, you know, another one that we may see is someone who's in a pretty good place, but they're really asking this question, like, "How do I go to the next level? First of all, I don't even know what the next level is, but I have a sense that I could get there and I'd like to go towards it. How do I get there?" And that's a really common area for coaching as well. And again, this isn't a comprehensive list. It's, it's just a few of the things. But it gives you a sense of some of the things that we might hear from folks who are reaching out and looking for coaching that may be a good fit.

Andy:

Yeah. And I would just build on that last one of, you know, there's there may be the person who has a sense that they want to move to the next level, maybe a vague sense of what that would be and need to click, they need to clarify what that would be, and then a path to get there. Other times we see potential clients who the organization has shifted in a way that is asking something more or different from them than they've ever done before. And so there's this question of what needs to be let go of, what needs to be added, because it's just brand new terrain.

Dan Putt:

Yeah, that's a great one. And that makes me think also of a very common one, which is this sense of imposter syndrome. Someone who maybe has grown into a position or has been promoted into a position that feels above or beyond them and feels like it's all gonna fall apart at some point because they don't really know what they're doing. That is a very common situation that we work with in our coaching.

Andy:

Okay, so we've talked about kind of that initial gateway to coaching being, you know, a willingness or an openness to do that inside out work. We've talked about some of the meta themes, although they're not an exhaustive list of things that could be presenting challenges that folks might want to work on in coaching.

If someone is on the fence and they're not sure what would be a good next step that they could take?

Dan Putt:

It's really helpful just to have a conversation with someone around what you might want or need from coaching. And if you don't know specifically, that's okay too. But I would encourage you to engage in the conversation to help some, have someone help you explore it. So what we do at Reboot and our engagement process is in a sense, a coaching conversation about coaching to help better see what might be useful for you and helpful for you, which by the way, may not be coaching.

But by becoming more clear about what you want and what you need, we can actually see what would be most helpful. So I would encourage anyone who's sort of throwing out there, "Hey, I think I think a coach should be helpful for me and I have some of these challenges." I would say engage with someone including Reboot. You can always reach out to us and we'll have that conversation. But engage with someone who could perhaps help you better understand what specifically you would want to work on with a coach. And that might help you see what would be useful.