



PRO TROUBLEMAKER
NATION COACHING

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Frequently Asked Questions for ELI's Self Care, Life, and Career Coaching Program

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ELI's Self Care, Life, and Career Coaching Program

What is Coaching?

Coaching is a personal and professional learning opportunity that is focused on supporting you to really get to know yourself, creating clarity about what's important to you in your life, and then taking focused action steps to make it happen.

Why is ELI offering this?

ELI recognizes that its nearly 250 employees need different kinds of support and connection during stressful times. Coaching is one great way for you to talk about what you're experiencing, reflect on it, and then make changes as you think is necessary.

How is this different than therapy?

- Coaches focus on the future. Therapists tend to focus on the past.
- Coaches work with the conscious mind. Therapists tend to work with the unconscious mind.
- Coaches' work is often time-limited with specific desired behavioral outcomes. Therapists' work is often open-ended with "understanding" as the primary objective.
- There are similarities between coaching and psychotherapy as well. They are:
 - Both are concerned with making concrete changes in your emotional state and life.
 - Both work to understand the self-limiting beliefs or behavior caused by thoughts and emotions that you may or may not be aware of.
 - Both practices help you grow, change, and master your emotions.

Is this only for certain team members?

All team members are invited and encouraged to participate, for multiple sessions as space allows.

What topics should I talk to my coach about?

You're invited to bring any life or career-related problem to your coaching. Some topics might include:

- General stressful feelings or foggy brain
- You're feeling more irritated or frustrated than normal.

- You're not feeling very productive or you want help with time management.
- You want to be a better colleague or leader for your family.
- You want to get more sleep or exercise.
- You're feeling proud of how you've been showing up and want to take these lessons with you into the future.
- You want to ask for more responsibility or try something new at ELI.

We have a coach that works with us at our Center. Is this the same kind of coaching?

Those coaches focus on showing you how to strengthen your teaching practice. The coaching through this project will show you how to strengthen your confidence, create better time management skills, reduce your overall stress level, and other personal problems you'd like help solving.

What if I'm not feeling overwhelmed? Should I still participate in coaching?

There's always an opportunity to make good even better. This is still an excellent and free resource for you to take your career and life to the next level.

How do I book a session?

You can book a session on the primary web page: www.stefaniekrievins.com/earlylearningindiana based on blocks of availability or a coach you'd like to work with.

How many sessions should I attend?

We recommend you participate in at least 3 coaching sessions, scheduled for every other week. If there are additional timeslots available after your 3 sessions, you are encouraged to sign up for more.

How do I choose a coach?

All coaches are caring, trained professionals and will provide non-judgmental, empowering coaching demonstrated through curiosity. Choose a coach based on their blocks of times that coordinate with your availability or whose style you're interested in working with.

How will I meet with my coach?

You will meet via Zoom with your video on. You can call in via the conference line or use your mic and headphones. For each session, choose a quiet, confidential space where you can focus on your conversation.

Will what I say be shared with ELI?

What happens in coaching stays in coaching. Your words will never be repeated by your coach to anyone else, including ELI. Coaches will be asked to prepare a brief report summarizing key themes from all conversations, but these are only comments, feelings, etc. heard by multiple people over the course of the 10 weeks of coaching.

What happens during a coaching conversation? What do we talk about?

For a coaching conversation, you will tell the coach what you'd like to talk about based on how you're feeling or what you'd like to accomplish. At first you might feel a little hesitant or nervous to share, and that's completely normal! You can share as much or as little as you'd like, but your coach isn't judging you in any way. Your coach will ask you questions to promote your own self reflection and action taking.

What do I do before and after a coaching session?

You are encouraged to use the pre-session reflection sheet to summarize your thoughts and feelings and prepare a topic for coaching. You can save these for yourself and you don't need to send this to your coach, unless you'd prefer to. After each session, use the action planning worksheet to write down your commitments or homework you created as a way to track your progress. You also don't need to share these with your coach.

What should I expect to get from coaching?

As with any learning, the more focus and attention you give it, the more you'll get out of it. Please make your self care a priority by attending each session you book and staying focused on your conversation with your coach. After coaching, most people report feeling less stressed and overwhelmed, having clarity on how to move forward, creating goals that they're excited to work on, and being able to make decisions based on their own needs.

Does this cost me anything?

This is completely free for you. ELI has invested in this program on your behalf to support you and your wellbeing. ELI pays for every booked session so please be respectful of these resources by attending every session you book.

What do I do if I need to cancel or reschedule?

You can cancel or reschedule with 24 hour's notice, if absolutely needed.

As a manager, how can I support my team members in participating?

Share the flyer in your breakroom, bring up the topic of stress and how this coaching might help, and help them make time in their schedule to sign up for and attend sessions. The most powerful example you can set is by registering for your own coaching sessions and then demonstrating to your team that you're attending them and learning from them too.