

We have 15 dimensions in our Coaching On the Go GIZMO. Here are a selection to demonstrate how they can be adapted when considering relationships and environments where there is personal imbalance. Choose one or two and have a go.

SOME GIZMO DIMENSIONS	DEFINITION	EXAMPLE EXPERIMENT IN THE CONTEXT OF WELLBEING AND MENTAL HEALTH
<i>Being present</i>	Maintain attention and awareness on what is important in the moment to you and others.	Your presence contributes to the psychological safety of the work environment. Stop multi-tasking yourself and encourage others to do so too.
<i>Building trust and rapport</i>	Build others' confidence in you so that they are willing to be open and honest about the challenges they face.	Praise more and more, it conveys "I value your contribution". For someone who is struggling this really matters because they can't hear it the first time.
<i>Contracting</i>	Establish how you work with others.	Spend time contracting about role clarity. Avoid confusion between individuals that could result in someone feeling their role is being eroded.
<i>Creating awareness</i>	Help others identify what they are already thinking, including their skills and capabilities.	Help team members and each other to notice when stress is high and to speak up before they become overwhelmed.
<i>Creative questions</i>	Question people to maximise their learning, growth and awareness.	Encourage people to ask each other: how are you? For those who are fragile, change the question to be more specific – how are you today? Or, now?
<i>Delegation</i>	Give work to others in a way that they can be successful and deliver the work required.	Giving people meaningful work is a way to support their wellbeing. Work where they can succeed builds self-esteem, positive emotions and a belief that these difficulties are surmountable.
<i>Generative listening</i>	Listen in a way that enables the speaker to generate new awareness.	When in meetings being sure to include everyone and to listen with respect to their ideas, this increases feelings of safety and belonging.
<i>Giving feedback</i>	Give feedback to others that positively affects their self-knowledge so that they can make different choices.	Don't avoid giving feedback to anyone who is fragile, they need it too, to demonstrate that they are just like others. Double down on your sensitivity as to <u>how</u> to do it.
<i>Pause-Points – other</i>	Help others to sit back and reflect on what is important in the current moment.	Consider encouraging people to stop for a beat and stretch and yawn. It settles the Vagus nerve which settles our minds.
<i>Reflection</i>	Reflect on your work, your habits of mind, the actions of others and the broader environment in order to develop learning and growth.	When you or others are overwhelmed with doubts or imposter syndrome, use reflection as a reminder: I/you've been here before, and succeeded. Use appreciative inquiry to bring those positive histories into the present.