



# Leaders-Who-Coach and Mental Health & Wellbeing

May 24, 2023

Facilitated by:  
Amy Grazen & Jeannie Jones

# Housekeeping

- This is being recorded.
- Chat us directly if you'd like your comments or questions to remain confidential.
- Special offer at the end!

**The COTG GIZMO**  
Creating leaders-who-coach







## **Jeannie Jones, MA, CWP, PQ Coach™**

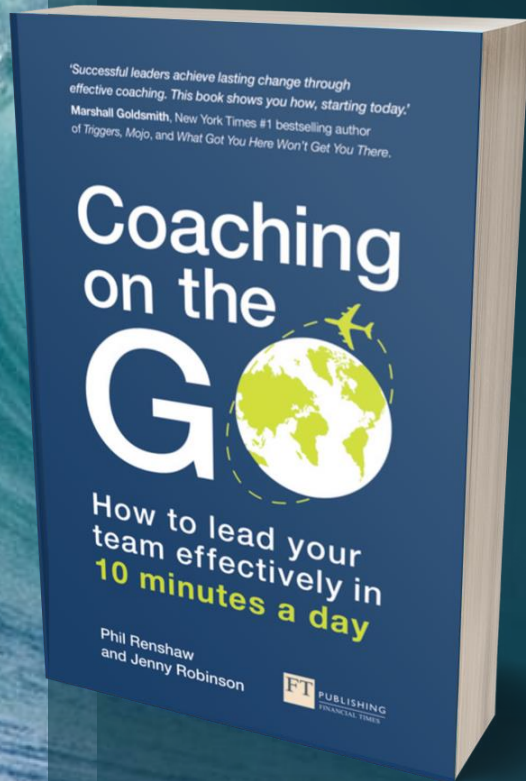
- Performance Coach
- Certified Mental Health First Aider (NCMWB)
- Authorized Partner, Coaching on the Go
- Certified Wellness Practitioner (NWI)
- Certificate in "Science of Happiness" (Berkeley)
- Certified DiSC® Practitioner



## **Amy Grazen, MA, PQ Coach™**

- Performance Coach
- Certified Mental Health First Aider (NCMWB)
- Authorized Partner, Coaching on the Go
- Certified Precision Nutrition I

# Author introductions:



Dr. Phil Renshaw



Dr. Jenny Robinson

## Suicide Prevention

*Esta página también está disponible en español.*

For all levels of  
emotional distress

## If You Know Someone in Crisis

Call or text the [988 Suicide & Crisis Lifeline](#) at **988** (para ayuda en español, llame al 988). The Lifeline provides 24-hour, confidential support to anyone in suicidal crisis or emotional distress. Call **911** in life-threatening situations. If you are worried about a friend's social media updates, you can [contact safety teams at the social media company](#). They will reach out to connect the person with the help they need.

The [Veterans Crisis Line](#) connects Service members and Veterans in crisis, as well as their family members and friends, with qualified Department of Veteran's Affairs (VA) responders through a confidential toll-free hotline, online chat, or text messaging service. Dial 1-800-273-8255 and Press 1 to talk to someone or send a text message to 838255 to connect with a VA responder. You can also start a confidential online chat session at [Veterans Crisis Chat](#).





# Reflect on the following:

Type ADJECTIVES  
in chat but don't  
send yet 😊

1. One of your best managers: Perhaps they took a coaching approach to your development; they were inspiring, flexible, caring, empathetic, you felt “safe” with them, and they knew you.
2. One of your worst managers: Perhaps they were directive, didn't support your development; they were inflexible, lacked compassion and empathy, you didn't trust them, and they didn't know you.

**How did both impact your mental health and wellbeing?**



Workers want authentic leaders who:

- Provide an empathetic voice.
- Enable and encourage time off.
- Treat employees like people.

**“Managers have just as much of an impact on people’s mental health as their spouse (both 69%) – and even more of an impact than their doctor (51%) or therapist (41%).”**

“... with purpose and trust, 88% of employees look forward to work.”

For the full report:

<https://www.ukg.com/resources/article/mental-health-work-managers-and-money>

# Learning Objectives

- Explore the relationship between leaders-who-coach, mental health, and wellbeing.
- Understand the difference between professional coaching and leaders-who-coach.
- Hear about the 15 dimensions of effective coaching and the power of the GIZMO to assess them.
- Provide examples of bite-sized "behavioral experiments" to move towards a coaching approach.
- Take action today to become a leader-who-coaches



# Warm up: Improv Story

- Vulnerability
- Audience participation (animal character/setting)



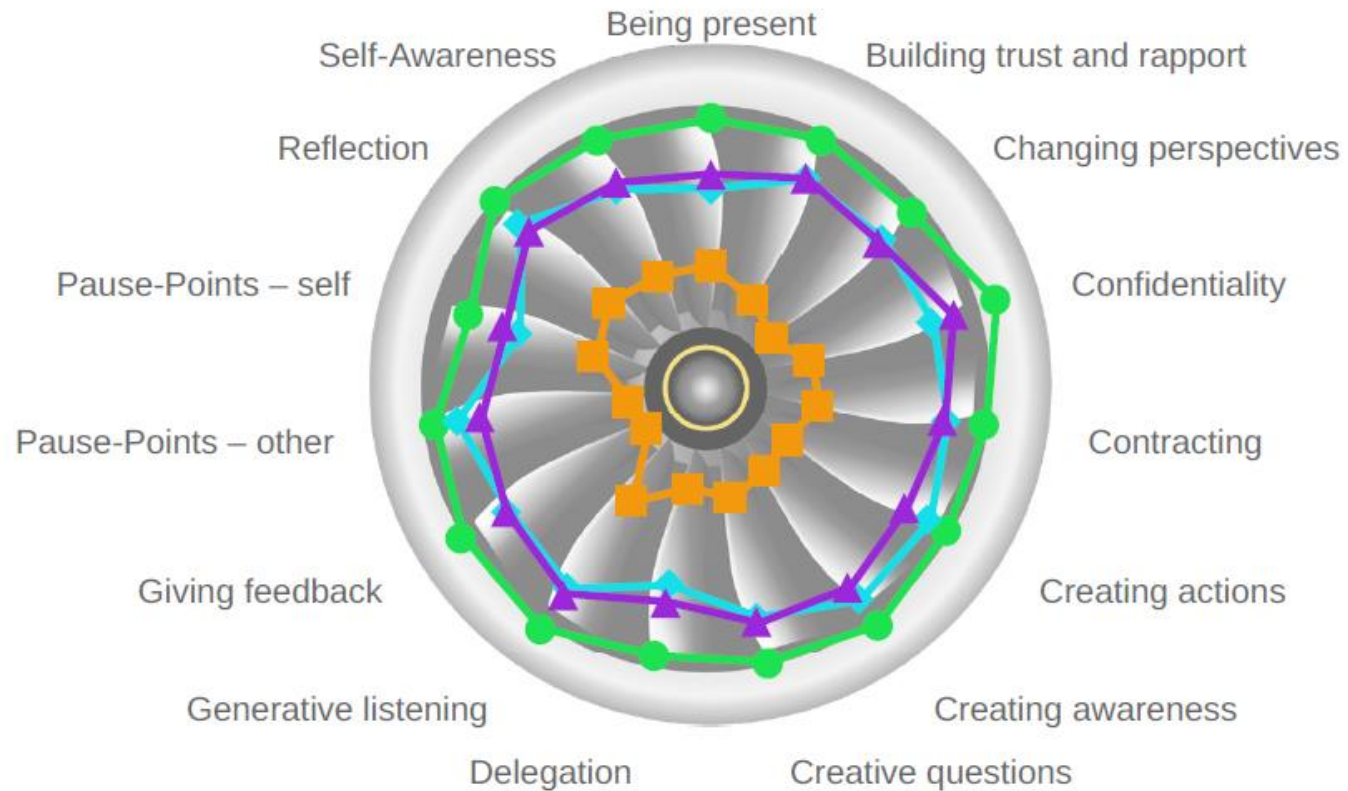
# Discussion questions

- **More and more, research is citing the importance of doing meaningful work, positive relationships at work and feeling as though you belong. Could you share more about the changing nature of the global workforce and what role a leader-who-coaches play in cultivating these attributes?**
- In your book, you state “we’re all leaders.” What do you mean by that?
- You distinguish between leaders-who-coach and professional coaches, could you elaborate on the difference?
- You also discuss details around 15 dimensions of effective coaching. Could you share a little more about how you arrived at those?
- Which one(s) do you think are most impactful to mental health and wellbeing?
- Tell us about the GIZMO and what you refer to as “behavioral experiments.”
- How could a leader adopt bite-sized “behavioral experiments” to move towards a coaching approach?
- Which came first, the GIZMO or the book?
- What’s your guidance on how someone can become a leader-who-coaches and/or how to bring this into their organization?

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# 15 Coaching Dimensions:







What are your takeaways? What action will you take?

Let's stay connected!  
Please chat or email Jeannie or Amy if you'd  
like to try out the GIZMO.



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