



Sacred Depths Certification

Breakthrough Questioning Skills Practicum

0:23

Hello, everybody. Hey, Jana, I got a question for you. Yeah. I sent a message to Talia the other day about, I was super excited that you mentioned in lawsuits class that there are recordings for the q&a. And I've been missing the q&a. And I was excited to hear that there are actual recordings. And I couldn't find it in the portal. So I sent me a message, she sent it back to me saying, Oh, here's a link. You know, it's in the q&a, scroll all the way down to the bottom. And I responded back to her saying, I don't see a single link anywhere to any q&a recording. And I haven't heard back from her. Okay,

1:09

well, I'll let me I can't answer that question. Because she was she was out of the office yesterday. So if you were waiting to hear back right away, that might be why but let me make a note. Okay. To check in with her, it might be it might be that the team has to like reset your member center. I don't know. I'm, I'm making it up. I have no idea. The tech part of it. But we'll we will get it sorted out for you. Yeah, thanks for asking. Oh, Doris is saying they were having issues tell you said they were having issues with that page. I'll double check in about that. Sometimes the team tries to let me not know when there are things like that going on, just so I have one less to worry about, since I can't control it. But we I will check in and we will get it sorted out for sure. Thanks for letting me know. Okay, I'm so happy to be here. We, in a couple of minutes are going to be jumping in to our questioning practicum. But before we do two things, first of all, I want to welcome Nikki to our group. I'm so glad you're here, Nikki Nikki is just joining us now. And I know that you're catching up on recordings, and it's perfect timing. So it's great to see you. I've heard so many wonderful things about you. And I'm so happy that you're here. And I just want to welcome you on behalf of everyone. Other thing that I wanted to make sure that I mentioned today is about the small group cohorts. I know that in some ways, we've gotten off to a little bit of a rocky tech start with the cohorts. And first I just want to acknowledge that and I want to acknowledge that it can be a little dis regulating when the technology isn't working. And we know we have to be there for a call. And it's not letting us in and all of that I have been there myself, both on the participant end of things which is nervous making and then on the facilitator and of things, which is even more nervous me. But anyway, so first, I just want to acknowledge and honor that. It's been a little bit of a, you know, up and down start because it's been hard for folks, some folks to get in. And while I can't guarantee all zoom probably a year all zoom issues will always work as well as they can I know that the team and invol have checked and double checked and fixed the Zoom link and triple checked. And so that is all set. And also we're going to make sure in addition to involve that we have a backup person just in case involved can't get in that we have a backup person that's letting you all in when you come in to the small group cohort. So we are working it as much as we can on our end and I just apologize for I know it's been a little tough. And I think because it's been a little tough. What I want for the small group cohorts is because there's so much for Those of you that are participating in them, there's just so much there for you, it's so it can be so powerful to get together and go deeper with the conversations. I know so many of you have experienced it. So what I really want is kind of an energetic reset for those groups, where we're kind of taking all the good, but kind of just, you know, restarting with new, fresh, fresh energy. And, you know, my invitation to you

is, even if it's been hard, if you sense there's something for you to receive their Please come, please show up. The conversations are incredible. It's great to connect with other people in the program, and this more intimate way. Ideally, like in a, in a perfect world, invol. And I want would want everybody to show up for every call. So that way, it can be a consistent group through the cycle. And you know, without kind of switching things around, but I also know that life is life is life, and sometimes it can't happen. So please, when you can show up because your group members are, in some ways counting on you. But if there's some times that you can't, that's okay. I'm involved, we'll rearrange. And it'll it'll it all always works out. On the on the piece about having somebody lead each time, I just want to invite you to take initiative, use it as a opportunity to be in your leadership. I want to say take turns, but I know the groups are a little bit different each time because of attendance. So you know, like, if, if you sense it's your turn, take the initiative. Practice leading. Anybody have any questions on the small group cohorts? No. Okay. All right. So

7:27

as we step into our questioning practicum for today, the practicum is going to be very similar in form to our listening practicum, and to our creating awareness practicum. We're going to be isolating the questioning muscle, if you will, today and really practicing that questioning muscle. In a couple of minutes, I will call on a volunteer who will kind of share you know, you all know the drill, they'll share with us something that's going on, I will ask questions just for us to get a lot of information for you to be able to craft questions that you might ask, during the session. My invitation to you I have a couple of invitations to on this. Number one, use this container today, to take time to craft your questions to think about language that you want to use. As I've said to you before, you always have time in a session, you can always say to a client Hold on a second, I want to like really phrase this question in a particular way. Give me a moment. But especially today in the space, we have that opportunity to practice in that way. So think about not just what you want to ask what you want to create awareness on right, which is what all questions are, as you're always wanting to ask yourself, what is the next piece of awareness that I want to support my client to become aware of? I just lost my theater. So so and so. Also think about what are the words what are the best words that can get them there. If you are a seasoned practitioner, don't rely on all of your old tried and true tricks. You get to have all of your tried and true tricks for your coaching sessions with your clients your regular questions, but I really want to invite you to use the time today to stretch into new places really build your questioning muscle, ask things in ways that you normally wouldn't Ask, think about everything we've learned over the last two sessions be on your edge incorporate something new.

10:13

Before we jump in, I want to ask all of you, I'd love to hear some voices, a couple of voices on this. What have you been learning and noticing so far about questioning? Or what's something that you want to celebrate around ways that you've been practicing questioning? So what's been really resonant? What's been sticking with you? What have you been learning? So far? About questions? What have you been noticing as you've been experimenting with new things? If you have been in client sessions? Or what do you want to celebrate around questioning? Who'd like to share? Lisa, go ahead.

10:55

I could start to solve. I celebrate, particularly, I really liked your point join about when we're doing a bit of consulting or advice giving to ask a question at the end of that. So I've been trying to do that every time as best I can. Yeah, great.

11:16

And how has it been going? What have you been noticing?

11:19

It's good, because it feels like the energy is actually changed the energy of the whole call, strangely, I say strange. The energy feels more like a shared energy. And it seems the energy is higher. I can't describe it any better than that. It's like it's operating on a different frequency. Yes. I haven't noticed that before. I love that.

11:49

I love I love what you're sharing. And also that you said that it's a shared, it's shifted to a shared energy. And I think that's really significant as well. I really want to honor you for stretching yourself and adding this new piece. And I can tell like you've been working on it, and you've been committed to working it. And I'm so glad that you've been getting great results. And as a reminder for everyone, sometimes when we coach, we do need, you know, there are appropriate moments for consulting or factoring. That is one of the ways of creating awareness. But even when we do that, we are still not the ultimate expert, our client always knows best. And even if our client totally loves what we've just factored, or consulted on, asking them a question afterwards supports the client to integrate it, to embody it to go deeper with it to own it for themselves or to be like actually, no, this thing, right. So it allows for their full agency, and then embodiment of whatever is going to be important for them. Beautiful. Thank you, Lisa.

13:00

Thank you. It's great.

13:03

I'm so excited that you're doing it a who else who's got something to share? Raise your hand in the zoom? If you can, so that I catch you because I'm not always seeing all of you all at once. Who wants to share? What have you been noticing about questions?

13:24

On the topic of celebrating wins, I'm still having a hard time with that one. When you talk when we talked about it a couple of weeks ago, I thought it was great. I'm like, Yeah, of course I can celebrate wins. Um, I can be a good cheerleader for others. And then I realized, oh, I don't think I'm celebrating my own wins. And then I noticed it, and I thought, Okay, this is gonna be awesome. I'm gonna work on this. And I have been however, I don't feel like they're my wins. I feel like there's a difference between a win and gratitude. And really, my wins are gratitude. And so I don't feel like I didn't feel like it's a win. Can you talk about the difference?

14:07

Yeah. Can you talk about the difference? Just so you know, I love what you're sharing. And yes, 100% and I want you I'll use my using my questioning skills. I want you to define it for yourself. So what are you seeing is the difference between a gratitude and a win?

14:29

Well, I'll tell you when it first came up. Again, when it came to my awareness, I thought, Oh, well, I need to I need to find the winds. And I thought, Okay, I can't do one one a day. That's just not possible. So let me try one a week. And my when was my grandfather's birthday, like how awesome that he's still here. Oh my god. So both my grandparents have health issues. My grandma's dying right now. So it's like, Oh, I get another week with my grandparents. Not just one but both. was like, This is awesome. It's not mine. It's theirs. But it is kind of mine, but it felt more like gratitude. Again, my neighbors just moved out no more party people. Yes. But I didn't do that.

15:17

Yeah, yeah. So tell me if I'm getting this right. What I think I'm hearing is that the way that you're defining the difference between gratitude and when is that a gratitude is when it's like some somebody else has sparked it, and you're feeling gratitude for it, versus a when it's initiated by you, it's something you've done, or you've achieved, or you've shifted in a certain way, or you've thought or believed or felt. And then I think what I'm also

hearing and tell me if I'm getting this right, is that there's a desire for you to be able to acknowledge not just because I gave the assignment that I'm hearing, like, there's a real desire for you to be able to acknowledge things that are being initiated in or out or level by you.

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Yeah, I think because of the assignment, you're it's making me think about it a little bit more.

16:23

Yeah. Why is it important for you, aside from because the teacher assigned it

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I can say that, I'm going to, I'm living a different life now. I used to live in New York, Big City Life, big three girl. And now I live in Hawaii, super slow paced, less stress, no hustle. And so I'm having a hard time. I guess counting those wins. They're farther and fewer between? Maybe I don't, or I guess the winds are different.

16:57

Ah, talk about how the winds are different.

17:02

I don't even know. My, I guess the way I value success or my achievements is is different. Right? I'm stepping into this new version of working.

17:17

Yes, yes. So I'm actually getting chills as you're speaking right now, Monique, because I think you're hitting on something really important here, about the celebrating the wins, but even bigger than that, which is that, of course, if you apply your old definition of success, and your old definition of winds and like what it lives to look like to lead a great life or whatever, of course, you're not going to find many in your current life, because you've so courageously and beautifully committed to a different definition of success, and a different definition of win. And tell me if I'm getting this right. I think that this exercise with the wins, the reason why it's so important to you, and you're bringing it up here is because it's like this is the next part of the process for you is like part of you has already shifted from the old success to the new success. But now the next step is about you really owning and valuing it at an even deeper level. Yeah,

18:35

I think I think valuing I think that's a good word for it. Yeah,

18:38

yeah. So my tell me if this lands, my invitation for you over this week is to go back and know a win or two. But from this new definition of success, I have a feeling you're gonna find way more than one or two, when you look at your pace, when you look at the decisions that you're making about your time and your energy. When you look at what activities you're doing. How does that feel? Yeah. Good. Thank you. Thank you. Oh, thanks for bringing it forward. And it's great that Monique brought this forward just from on the topic of questions, right. So I could have when Monique asked just said okay, well, this is what winds are and this is what gratitudes are right and made that difference and not asked questions I could have just consulted and right. But that wouldn't have supported Mooney in seeing this is such an important piece of the shift from the old definition to the new definition. But I think Monique is a win in and of itself that that, that you've even been able to shift that that is work for some people that they can never unwind. Good. All right. So I'd love to hear one more thought on questions specifically on questions, a celebration about questions or something that you're learning, or playing with or something that's been resonating about questions. Or anything that you noticed in the conversation with Monique and I are on questions that you want to pull out. Angie,

20:56

I think what I think what I'm learning is that, like, questions really are the heart and the soul of like, everything that we're doing with our clients, that everything. It's a medium for getting them back inside of themselves and finding their own wisdom. And so I feel like this is the most important skill that we're learning here. And I would venture to say, that many of the individuals in this program probably have always had a lot of, or at least, would probably tend to lead with curiosity in their everyday lives already. But this is just like taking it to another level and honing in on it. And it's, what I will say is it's making me super conscious of the way that I'm showing up not just with clients and in coaching situations, but with my child, with my friends, like how it's impacting my life everywhere right now. Because I'm always so quick to provide what I think is being asked for in terms of guidance. And it really is a it's something to hone in on how not to do that. So I don't know, it's just really shifting my relationship with conversation in every aspect of life.

22:11

I love it. I love that you're applying it in different ways. That is a reminder again, for me to ask my kids more questions. I forget, you know, I mean, and yeah, and how that curiosity versus that rush to give the answer. So there's so much more oftentimes that can be discovered and received in that space. Yeah. And in a lot of ways, coaching is at the heart of it and everything else that we all the techniques that we're going to be learning from here on out, coaching and questioning is at the heart of all of them. Daya.

22:58

Hey, oh, always feel nervous. I don't know why just, ah. Ah, okay. So I had this feeling I got this sense. And I have this feeling that it really hit me right now. Right now, as I sat here listening, that questioning is deeply and directly linked to listening. Yeah, I mean, I never saw it the way it just came up right now as like a Whoa. You Yeah. And so it's really about a depth of listening to actually hear the question, you know what I mean? So even though I have the guidelines, I'll have to really hear the person listen and feel through them. And then I'm like, oh, so So it made me think of my partner and I in the coaching in this course, my coaching partner. It's been many weeks now. And I find it fascinating that almost every time except for maybe twice or so. Usually, when you come to coaching, you might have something you want to work on. Usually that's the which would be but so many times, it has not worked out that way. We will start by saying hi, how was your week? Maybe my partner is there and she can't she's listening but and then in the middle of her speaking I go oh, and then I just find what she what's happening with her. And we're just having a little conversation before we get to what she might even want to discuss for this week. And I'm like, so I said I hope you don't mind. But I when we were just talking I heard something it was so powerful that I just can I ask you something and then that is our session. I'm not saying it's gonna be like that all the time. him. But I find that so fascinating that listening in a conversation you can actually hear what's the essence of what somebody is, you know what I mean?

25:11

So, I love that you're bringing this up. So there's a few pieces, first of all, so beautifully done. And there's a few pieces that I want to bring forward. So first of all, absolutely, like we can't do anything in coaching, questioning included, if we're not using our listening skills, everything builds on energetics and listening, everything, everything, everything. And this, like we've looked at listening to our clients, and then listening to ourselves in when we coach. And this is different than therapy. And I know Gaia, your work isn't like exactly coaching. So you know, US law of adaptation, this may not apply necessarily to the work that you're doing, though, like speak to coaching, we do want to have as we've looked at a specific, like, what is it that the client wants to receive? Or what is it that the client wants to take away or walk away with by the end of the session? Now sometimes when asked that, in the beginning of the session, what is it that you would like to receive? Or, you know, what would you like to walk away with? The client is like, knows exactly. And a lot of times that happens, I want this, this this and that, or fourth thing is probably too much I want this or this and that, and then we go for it. Other times, we're going to ask that question to a client, and they're not going to know right away. And then that's what you

were sharing. So then we can exactly apply. So then we can say to them, we'll share what's been going on for you just what's on your mind. Where are you at? How are you doing? And then we'll use our listening skills. And sometimes just through the talking, the client on their own will be like, Oh, wait, that's the thing. And this is what I want to focus on. Other times, we'll hear it. And then that's when we want to pause, reflect back what we heard and then asked, Is this what you would like to work on during the day for coaching, I want to insert that piece because or else it might be intriguing for the client to explore that thing. But that might not be how they want to spend their time and money for that period of time. So I'll always back it up with is this what you'd like to look at and receive for our session before actually going into the coaching?

27:48

That? That is brilliant. Thank you. You're welcome. That is no that is fantastic. You just shifted my thought around that. Yeah. Because if they're coming specifically to work on something, but in conversation, you might find something else. So thank you. Thank you for that. Really? Yeah, really appreciate that. Yeah,

28:13

good. Good, good. Okay, sir. All this being said, we're gonna go into our practicum. Remember to be thinking about all the things that we've looked at, you know, not really, really since the beginning of the program, as Gaya said all of the listening skills. Check your filters, as you go to craft questions, listen to yourself, as well as the client. Think about, what do I want to create awareness on that that will that will lead to great questions. What is it that I want to create awareness on for this client? Remember to ask questions without expecting a particular answer or outcome. Remember, I mean, I'm not going to go through everything that we've learned, but you know, just Yes, or no questions can sometimes keep things too narrow, we want to think about the principle of choice, we want to think about connecting dots. We want to think about the four levels of learning and transformation. Does the client need a mental question? Do they need to connect emotionally to something to something greater than themselves to their body, pay attention to language, tonality, all of it. Don't the end, don't get overwhelmed even as I say bring all of that in. At the end of the day. Then just go with what you're hearing from your client and yourself and what you want to create awareness. Hanging out my notebook, who would like to volunteer to be our client today who's got something who's got something that they'd like to get? clarity on or something that they want to work on this raise your hand and Jennifer, thanks for volunteering. You there? Up, I think you have to take yourself off mute.

30:20

Thank you.

30:21

Thank you. Okay, so as a reminder, I'm not going to try very hard not to coach, I might a little bit, because I can't help it. But if there are moments where you're like, oh my gosh, I wish she would like validate that or like that, or whatever. And I don't, it's because I'm kind of just asking questions to give us all material.

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Sure, I volunteered I because I do think questions are going to help me work this out. So it'll, it should be really good. But I have a new opportunity that I wasn't expecting to have, and I'm really nervous about it. But I'm also excited about it, I'm going to be facilitating a group of people that I may be known to the people. And the rest of them, I consider my peers. And I've been asked to be sort of like a mediator, because there's at least one person now in this situation traditionally dominates, which I found out after I accepted the after I accepted the opportunity. So I guess I'm just wanting to believe in my ability to do this and not let the fear keep me from tapping into it, because I know that I can do it. And I don't want to be overwhelmed with so many fears that I can't show up that day. And I'm gonna be doing it on a regular basis, a monthly basis. So it's the first one I think that's got me a little bit anxious.

32:00

Okay, great. Good. So, share with us first, just a little bit more about you said some of these people are your colleagues or equal share with us just a little bit more about the situation and Okay, sure. And the players, whatever feels important to you.

32:23

Yeah, we, I work in an international organization. And this is actually a volunteer position, but it is directly related to what my coaching businesses, so it's very complimentary, and I really like it. But when I said they're my peers, were all parents support volunteers for parents that are currently going through having a child with an eating disorder. So we either respond via forums or emails when parents write in with their problems, and we use our lived experience, to provide resources and to give not not opinions, and we're not directed at all, but just to say, this is what we did, or this worked for me. And it's a one on one thing, and that's, that's what I do coaching, I do one on one, and I do this one on one email support, I feel very comfortable with that. But I'm not used to doing and they're my peers. So we all do the same job. And I recently took on some more responsibility just to help with interviewing new volunteers. And this kind of put into the mix. When I suggested it'd be really great if we could have monthly support meetings, because I think a lot of our volunteers get overwhelmed because of the nature of this work, it can be very triggering. And so having each other's support would be great. She's like, great, go for it, why don't you I'm gonna have you run it. And I really, I knew I shouldn't say no. And then I realized what I did. So that's, I don't feel like I have like that position of more experience or more authority than anyone else on the call and so I I'm mostly just facilitating and I think if I just get the conversation going and call on different people to Well, the way that we decided to do it is we're just going to ask what was one of the most challenging situations that you had this month and we're just going to try to provide each other support around that like if it was triggering for them so that's

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Yeah, well first just what an amazing organization feels just so powerful What are you scared of?

34:48

Guess what I'm gonna do it wrong. I know there's not a right or wrong but or that I may let the person that I was warned about overpower me. If those are probably my two biggest fears.

35:09

Yeah, that you'll do it wrong or that that person that can take charge you might like, let them overpower you know, where else in your life do you know this experience from either that you're not fully believing in your abilities or you're scared that you're gonna do it wrong or that you don't know how to let someone overpowering, you don't know how to set those boundaries?

35:41

I definitely have a pattern of those thoughts of what if I don't do it right? Or what if someone is more powerful than I am, I would definitely tend to in most situations, since I haven't really been in a position of authority in a long time. I mean, I definitely have, but it's been a long time. I think that I've let a lot of self doubt creep and over, over time, just from lack of putting myself out there and just kind of hiding. This is just not something that I would say I'm an expert on doing although I a long time ago, I was trained as a mediator, I am an attorney, I went to law school, I've I've argued a lot. I just haven't practiced since for 20 years, I haven't practiced. So rusty, I guess. I never really liked conflict. I enjoyed mediation way more than I liked, like the zero sum someone wins, and someone loses game. So I yeah, I will definitely not overpower. And so I guess I don't want someone to overpower me, but I can't guarantee that they're not going to

37:07

I'm gonna just jump around with different threads, just so that we can all get a lot of information. Um,

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I just forgot what I was gonna say hold on a second.

37:23

It struck me that you said, first, you said I don't have any expertise in this. Actually, I'm a mediator and a lawyer. Talk a little bit more about what that's about. You came around. But I have a sense that the first thing that you said is more like your go to way of thinking.

37:52

It is I think I just am not in that role, and my life. And I can conjure up memories of Oh, what was it like to be that that woman What was it like to be her. And I do have to say, when my daughter got the eating disorder, it was almost like an automatic loss of confidence. And because I was the mom, and I was the parent and I was like CEO of my family, my husband's career is very demanding. And so I had like complete, he also used to be in the military. So there were like six months stretches where he wasn't even around, it was all me. And so my CEO status I really enjoyed. I enjoyed that. However, I lost a lot of competence when she got sick and it was like I had to learn to parent in a whole new way. And that's the last five years have been that other than me building up my coaching business. That's been my kind of new role if that makes sense. And so I have less recent experience feeling that confidence and control I guess, and getting any type of feedback for that role that would cause me to feel like yeah, no problem.

39:15

Got it. Got it and tell me I might be not hearing this correctly. But just for myself and everyone in case I am. It almost feels like there's a there's a piece here where there's there's something about that loss of confidence when your daughter started experiencing all of this. And then how that's showing up in like this being in a role of authority to it feels like there's a there's a connection there.

39:56

Yeah, right. You're you're getting that right and I and it is My own way of thinking about it I and I know that it's still, it's still there, though that somehow I wasn't as good of a mom, even though I tell every parent, this is not your fault. This has absolutely nothing to do with anything you did or didn't do as a parent. It was kind of like the roads just pulled out from under you, your world's turned upside down. And you're like, what, how could this be happening to my child and my family. And I kind of, if I could compare it to anything, it's kind of kind of felt like I was just shell shocked for a while and I would like go through, I would still go to whatever meetings I needed to go to do whatever I needed to do talk to whoever I need to talk to, but I wasn't really there. And I was, it just shifted the way I looked at everything about you know, what's important, and what's not important. And I thought maybe I had cleaned that up. But this, this opportunity was kind of making me see that maybe I do still need to go back and conjure up some of that belief in myself and my ability and not let, and she's doing really well now. So that's the thing. It's like, almost like an after math. Like you get through all the tough parts, and then you stop for a second and realize she's okay, so now I'm gonna like, go through all the stuff that I didn't go through at the time, because I had to be really strong. Yeah, I

41:23

can, just as you're talking, I can feel what a committed mama you are, and just how you've been on your own journey, as you've been holding space for your daughter's journey, and I can feel how big it's been. I'm gonna jump around again. This fear aside of like, I might not be able to do it and overpower me. If that wasn't a factor, how do you feel about stepping into this role as this facilitator for these call,

42:09

I love it. It's what I mean, I, it's my favorite thing to do, probably, which is also kind of silly that I'm less nervous about it. But if I can help people just like bring out the best in themselves, whether it's one on one or in a group, I can just in my element. And I have a lot of respect for all of these people. And so that's probably why I feel a little bit intimidated. Like, I really hope that I'm able to do that. Because I think if this is done in a way that's supportive to them, that it's going to really help connect us as a community, because we're all working for the same cause however, we do it independently. So we don't always get that sense of community as much. And so that's, I mean, I love it other than the fear.

43:01

So, okay. Okay, good. Again, I'm just going to be jumping around. Where else in your life do you know this feeling of it's scarier because I'm, and I'm, this might not be the right words, I'm using my words, and you can change that. It's scarier because I have to perform in front of people that I respect a lot.

43:35

I mean, I think that's an ongoing theme my whole life. I have not always taken every opportunity because of that fear. But most likely, the core of that would just go back to childhood feeling like I never quite got there. As far as what my dad wanted me to do. And I've gotten therapy for this. I mean, I've worked on it a lot. And I feel like, except for the very deepest level, I'm pretty good with being able to step back and say, it's good enough for me, though, it may not be quite what he was looking for. But I think that's the core of it is that, you know, he, if I told him that I'm going to do this, which I have not told him that I'm that I've taken on this new opportunity. He would be want to know how much I was getting paid. And that would be like the most important part for him not Who am I helping and why am I doing it? Or the fact that I was asked to do it, it would just be like, well, that's probably not that great. If I'm not making a lot of money. So that's and I respect him a lot. I respect my dad a lot. And I respected him my whole life growing up and wanted to get his approval. So that's that's some of it, I think. Yeah.

44:53

I think my parents went to the same school whatever I'll take your condolences, thank you. Tell us about a time in your life where you were scared that you weren't going to do it wrong, but you somehow found belief in yourself and in your abilities?

45:28

Well, I think when I switch from a corporate job into nonprofit sector, we're going back like 25 years at least. And again, it was the judgment of you're going to do what you're gonna make less money, and you're going to do what and I ended up working for a women's shelter, it was for women's shelter in Arlington, Texas, and I was just on a grant to begin with, so I gave up my high paying business job, which I hated, by the way to do something that was very low paying, and that wasn't even a guaranteed permanent position, because I wanted to, and because it just seemed really important to me. And it was it was a March of Dimes grant that I had to write, which I had no curriculum writing experience. At the time, I was very, I was pretty young in my 20s. And I was like, I think I can do I think I can figure it out. And so I worked to write a curriculum, and it was training healthcare providers on domestic violence during pregnancy, and how the risk factors go up and what physicians and nurses could be looking for. And just mostly to let them know what resources were available if they did have women that they were afraid we're in abusive relationships. And I was, you know, in my 20s, and going out and doing these presentations to doctors and nurses and I was exhausted, I felt pretty much exactly like how I feel right now, I was very scared that I was going to do it wrong, or they weren't going to take me seriously or that I just wouldn't be able to get the words out. And I ended up loving it. And I ended up staying and writing another curriculum for the women's shelter. And I got to be a legal advocate. And that's what made me decide to go to law school, I got to be a legal advocate. When someone was on maternity leave, it was like a substitute position. And I was like, I've got to do more to help people. This is terrible that more can't be done to help these women. And so that's, that's a long time ago example. But the feelings are very similar.

47:32

Yeah, yeah. That's, I mean, every part of your story, I think, is so incredible.

47:42

What was

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one of the learnings that you took from that experience about believing in yourself?

47:56

I think that mostly that it's okay to not have direct experience, but to pool all of your resources, including asking other people to help you, which I'm not very good at, still, but I did do that. So you can not know how to do something and still do it, I guess, is what I would say to answer that question. So this is kind of, I mean, this is exactly the same thing. Yeah, I needed you to help me put that together. So. So it's it's doable, even without direct experience.

48:36

Great. Okay, good. Let's see if there's anything else. I wanted to ask. Is there anything else that you want to share with us that feels important?

49:00

I guess just any tips anyone else for if someone is dominating, a way to gently interrupt in a respectful way? I think I can intuitively do it. I really do. I'm diplomatic. Yeah, that's my I mean, I think if I had sort of a plan, I would really help me feel more secure. So that's really the only thing. I can probably research a little bit about that ahead of time and get some. It's my idea.

49:37

So everyone, you know, Jennifer, sometimes when I'm talking I'm hearing a little bit of feedback from okay, it's better now. Everyone, at a later date we can give to Jeff. I have some too but what's but for today, what I want you all to think about is What questions can you ask Jennifer like one of the types of questions that you might be wanting to write down is what are some good questions that can help this client source that knowing and the confidence of that knowing of what to do when someone dominates from herself. Okay. All right, so I'm gonna give us all a couple minutes now to continue crafting questions Jennifer if you want to, you don't have to but if you want to put your practitioner hat on and craft some questions for yourself, please feel free to do so and then we'll come back together in two or three minutes and we'll take a look at the questions that are coming through.

50:42

Thank you very much I really appreciate it.

50:45

Of course thank you thank you for being willing to share all right I'm going to craft some questions too. And again as a reminder use the time and space to really think about words and how you want to ask things. Keep on going see if you can find another couple of questions. All right, do you need a few more moments? Yeah, okay. I'll give give us all another minute or two.

56:11

Okay, so I want to hear what questions you've come up with. And as a reminder, there are no bad questions, right. So even if you're not sure, this is the space to share, to experiment for us to look, I will make some comments on things. But this is really for all of our learning. So I just want to invite you not to hold back and

share and the invitation is let's share voice to voice verses in the chat so that we can really give each person's share questions share, you know, the honor and the space it deserves. And when you raise your hand, share one question. And then if you've got others, you can raise your hand after that. Natalie's gonna start us off.

57:09

I have one and a half questions. It's kind of it's kind of related. So I'll just go back and you can. Jennifer, your story is inspiring. And I'm so excited for you. When you were talking with Joanna use the phrase, I like to help people bring the best out in themselves. And so tell me if I'm getting this right. But it sounds to me from from what you shared in that and other things you shared, that you are really driven by your impact versus like income, or performance even. And so my invitation to you with that is, if I'm right about that, is to see how you can use your value, your core value, let's say it's service, or whatever that value might be to dispel the fear of failing with the new group, because it's not about performing. Everything you shared was about helping and serving. And so it's almost like that narrative of performing is not yours. So my invitation is how can you reframe that. And then as you reframe that, what does successful facilitation look like, in that scenario?

58:28

Nice. I love the insight that, first of all, just the insights that you're bringing in, and this connection, which also has to do with all the work that Jennifer's done around her dad, and his beliefs were like, what really drives Jennifer, it came out so clearly is her passion and her commitment and her values. And so I love that you're making that connection. So there's that creating awareness. And then the question was good, but it had a lot of words, and it was muddled. So I want to give you a moment right now. And after the context and the creating awareness through the reflections, what's the question that you want to ask with as few words as possible? It's okay, we're just experimenting and practicing here. It's all good. This is for all of our learning. And it's because you're bringing something so powerful forward. So I want to give you that opportunity.

59:26

Yeah, and this is this where I this is a challenge for me, John, oh, like, my I could have all the insights and all that, but it's like how to distill it down is the challenge for sure. The question I want to ask you, Jennifer is based on your true values, what? How, based on your true but core values, how can we use that to dispel the Fair Opportunity

1:00:00

Yeah, I think you got a lot closer. So it might be in this is always awkward because you're asking after the fact. So it might be the first question is what is the top value that you're bringing? And then once that's identified, how can you use that value? To dispel your fear? Or another way of asking that question is, when you are fully embodying that value, what is the higher wisdom about the fear? That would be a really powerful way to go?

1:00:38

Good. I love that. That version. Yeah.

1:00:41

It really nicely done. Thank you, Lisa.

1:00:49

Jennifer, thank you so much for sharing about all of that. I know you from one of our small groups. So it was so lovely to hear even more about you. And my question for you, we heard a lot, a lot and a lot of detail. If this project is okay to call it a project, Jennifer, I wasn't sure if it was a project or a piece of work. So with this project, if you could have the outcome be whatever way you want it to be. What would be your sort of ideal vision for this of how it all turns out?

1:01:26

I missed one word in there at least. So what was the word before vision?

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I ideal,

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ideal. Beautiful. Yeah, really nice question around visioning and supporting the client to move into what is it that they really want to have happen here, which is oftentimes a step closer into actually embodying that? Nice. Yeah.

1:01:57

Okay, um, I wanted to ask you, I want to touch on the part about this particular person, which is what Jennifer towards the end was saying, this is where she felt there was some Challenge Challenge for her. What was it we're

1:02:14

gonna I'm gonna stop you there. Talk to talk directly to Jennifer's. Oh,

1:02:19

yes. Thank you. Yes, so I, I wanted to find the word I forgot it. About this. This particular person in the group was it was the word Did you say domineering? I don't think that's the word that was used.

1:02:37

Is that dominating and overpowering?

1:02:39

Dominating and overpowering? Okay. Very good. So, the question I wanted to ask you, Jennifer, is, have you had direct experience with this person? And have you personally found them to be this way? Because when I was listening, I thought you had heard this from others about that person. I wasn't sure if you had direct experience with with them. So that's my first question would be, have you had direct experience with them? And have you personally found them to be this way?

1:03:13

Nice. Yeah. I love this as creating awareness around Okay, well, these ideas and these beliefs that it's gonna be hard in this person is so overpowering, and domineering and all of that, like what, you know, what has your experience been? As? As you were asking? I was kind of like going back and forth Gaya between because those were yes and no questions. And could they be opened up? But I think in this situation, the yes and no, can help create some awareness there.

1:03:45

Right. And then I had the question to open it up, would be if she answered it, when she if she if you answer these questions, Jennifer, then my next thing to you would be I got this question from you. From you, John. Anyway, it would be what would be the best possible outcome? What would the best possible outcome look like with this particular person? In this situation going forward? That those are my questions? Yeah. Beautiful.

1:04:16

I love that. And that last piece, again, opening similar to Lisa opening up to a vision, and then you can kind of strategize and look deeper from there. Good. Lisa. Jennifer,

1:04:33

my question ties in a little bit to the one about when you're fully embodying that value, what does it look like? But my question is, what does it feel like in your body

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when you're fully in alignment with your purpose of helping others?

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Beautiful, yeah, really feel it?

1:04:56

What would it feel like? Yeah,

1:05:00

Yeah, really nice. There were a couple of things. And we'll look as we go along the recovery of things that Jennifer said, that were like real moments of, okay, this is a great intellectual idea. There's a great cause she just said something really beautifully, cognitively are kind of led to something. But now part with the four levels of learning and processing, how can we help the client embody more deeply what she's saying, and really feel it? Good. vention

1:05:33

I, Jennifer's really struck by your story and thinking a lot about your relationship with your daughter, in inspired my my question. So what I would like to know is what about your journey through your daughter's recovery can be a resource to you? When in if fear arises in this new journey?

1:06:01

Beautiful, beautiful question. I think you can shorten the words at the end a little bit like, you know, my Virgo self is carefree, always edit and take out. But other than that added to

1:06:13

what I wrote down to.

1:06:17

Less, almost always less is more, less is more, but I love I love the the heart of that question, especially with everything that Jennifer shared with us. And it's, um, it's like a beautiful question that that connects a lot of dots and threads, not just the believing more in her abilities. So really, really nicely done. Good. Who else? Don't be shy? What are some other questions that came through? Oh, let's take a look at them. Julie. Thank you,

1:06:56

Jennifer, like everyone else, so far, I also am just so inspired by your story and the work that you do and have done and I please, please stop me Joanna, if it seems like my question is going a little bit too far in like the personal direction. It I feel like I'll bring it around to being relevant to this specific piece with this new role that you're in, or stepping into, but um, I noticed when you were speaking, Jennifer, about the time in your life, when your husband was often away for work, and you were in the role, you felt like you were in a role of like CEO of your family, and you like that role. And that that time coincided with when your daughter began her struggle with her eating disorder. I wondered if, along with concerns as a mother, like, why is this happening to my family? Or how, how is this happening to my family? You are also maybe what I was sensing, as you were speaking at that time was a sense of grief in you around this, this aspect of your motherhood? And I'm wondering if that feels right, or if I'm getting that right. Does that resonate at all? So,

1:08:33

Julie, I think there's a lot of intuition in there. What I'm wondering and that you may have it but I haven't heard it, I didn't hear it in the question is, how can that question support the client to what they said they wanted to receive, which is belief in their ability?

1:08:54

Well, so that is the next

1:08:56

part, which is

1:09:00

I'm just wondering whether that piece of your your story, Jennifer, where you were, and maybe still may be holding grief around that piece of your journey may be influencing or impacting your, your confidence level around showing up in this role.

1:09:28

Nice, good. So I would focus on that second question. I think you don't even need the first to get to the second. And if you use the words in the beginning, how might it be like just a no for the client, they'll just be like, Nah, I don't you know, I don't think so. But it's kind of like a condensed way of getting there and like focusing on that. What is it that they want to receive? Really nice so this idea of looking at where you know, in that whole journey with Jennifer's daughter, are there still places that are holding you back now? Yeah. Nice. Good. Natalie. Sorry. And then Lisa, Natalie.

1:10:14

I think Lisa had her hand up first.

1:10:15

That's why I It's okay. I didn't see ya first. I didn't see it. That's what I was saying. And then Lisa, but you go ahead.

1:10:22

This is a short, very short question. So Jennifer, you were sharing about how it's been so long since you've had a role where you had to take on authority. And so my question to you is, what activities can you do or partake in between now and when that group starts. So in the duration of that time, that would help you embody this new version of yourself as an as a facilitator, I don't want to say as an authority figure, but I don't want to I don't want to trigger you with that word. So I'll say as a facilitator for this group.

1:11:00

Nice. Yeah, nice, strategizing question, for sure. And that type of strategizing question, like if this were a coaching session? I wouldn't that wouldn't be one of the first questions I would ask that would come towards the end once we've worked through some of those inner threads. And then that's like a great, okay, now, what can you do? Beautiful. Lisa? Jennifer,

1:11:26

I was wondering about your being a mother, there's times when the kids are are trying to dominate, or there have been in the past. And I wonder if you've got your superpowers around that and how they might apply in this different setting.

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I love it such a great question looking for a client's resources from the from Lisa's listening skills, right, she heard and this is a resource, and then creating awareness around that superpower that resource and then applying it to current situation nicely done, Angie.

1:12:12

Sorry, I was trying to find my unmute here trying to get everything on one screen. There is a thread here, Jennifer that I'd like to pull on a little bit with

1:12:21

the way your father has showed up for you throughout your life in terms of questioning some of your choices. And I'm wondering if there might be something to explore with regard to how this challenging individual might be showing up in those situations that could kind of be addressed through how you find your own power with your father, and I'm wondering if there's anything there that you might feel is worth exploring.

1:12:48

I love this thread very, very powerful. And how you ask the question, Angie, it was like, in long form is fine. I'm just being picky for all of our students today. Ask the question again, in as few words as you can, even without context,

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that's a good one for me, because that's an unreal string or something I

1:13:11

need strengthened. So

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with regard to this person, that is a challenge for you, Jennifer, I've heard you talk about how you've employed some really powerful tactics with your father over the years and I'm wondering how you might be able to do that here if you run into a challenging situation as well. Yeah, beautiful,

1:13:31

good, or even shorter form? Could be something like what have you learned from your experience with your father about overcoming dominating individuals that you can apply here? Perfect, thank you. Yeah, nice, good. Who else? These are all so great and just such so many different and this is what I love about coaching to so many different insights in and ways in to write there's no just one right way. I feel like there's some more questions that want to be shared who else

1:14:18

anyone else want to share these so I'm going to hold on you for one moment to see if someone who hasn't yet shared wants to remember there's no wrong here. It's for all of our learning all right, Lisa.

1:14:47

And it's so Jennifer, my my question for you would be if if you did, did do it wrong. What is the worst thing that would happen in the moment?

1:15:06

Nice, I love it. Taking it to like worst case scenario to support a client and seeing that they would actually still be okay. Might take a couple of questions to get there. But that's the direction nicely done. Doris.

1:15:28

There we have two questions. Sorry. Um, the first question. Where is it? I'm sorry, I've been writing all the questions. The first question I cannot find it. I'm going for the second one. How can Lisa, listen? Oh, Jennifer, how can you use the perception you have about this person specifically, for your benefit, and the benefit of the group? And I will try, I will try to find the other question because I felt like it was very important to. Um, and this is related to other questions that others have asked you, but how would you? What would you support you in feeling more confident about this opportunity? So those those two questions? Thank you.

1:16:41

Two really beautiful questions. Really, really nice. I love that first one. It's nothing. No, I didn't go anywhere near there with the questions that I put together. And it's such a great insight and opening of awareness. Nice. Anyone else? Windy.

1:17:13

Hi. So I have a scale question to actually, one would Jennifer would be on a scale of one to 10? How fearful of being overpowered by your peer? Are you really? And then the second would be on that same scale of one to 10? How confident are you in your ability to handle it?

1:17:44

I love those I'm so glad scale questions made their way in my favorite types of questions, and to set two really great moments for supporting the client to actually discern a little bit more between the story and the truth inside of themselves. Nicely done. Good. Anyone else? got time for one more? Okay, I'm going to share a couple more a lot of you hit on some great things. And just a couple more. So earlier, Lisa asked a question that really activated the emotional and heart level of learning and processing. And I think there was a number of opportunities in there. So another great moment is I would have after Jennifer said, You know the thing that one of the things that she's learned is that you cannot know how to do something and still do it. I would pause there. And I would say like, Oh, I really want to reflect back to you what I just heard. And I would reflect it back slowly. You cannot know how to do something and still do it. And I want to invite you to feel where you know that truth inside of your body. Where does that live inside of you. And then go from there. We might do some more body somatic pieces. Similar to Natalie but Natalie's first share, but just like with a little bit of a different spin. I also heard that passion and commitment in the story with the corporate to the shelter and how that really carried Jennifer. So I might in that moment ask how can you leverage your passion and commitment for the group right now, in order to be able to believe in your abilities. Another question I had was, what is your highest level inner father know about your ability to facilitate these calls?

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If your daughter were in this exact situation, what would you want her to know about herself and her ability to do this? And then a question of connecting into Jennifer, your inner mediator, and asking your intermediary what they know about domineering personalities and how to create boundaries with them. Alright, we've just been talking about you so much, Jennifer, tell us even though we haven't been doing full coaching, we've been, we've been reflecting to and asking questions. What has this been like for you? What have what are some things that you really are receiving from this?

1:21:27

Oh, I almost didn't raise my hand. And I'm just so grateful that I did. I've just thank you, everyone. So much. I mean, my first reaction is these people are brilliant. Just everything that you all tapped into, it was just right on the money. And I was hopeful that just by making myself kind of be present here that, that I would receive a lot. And I mean, it exceeded my expectations. And I'm just, I didn't even connect some of the threads that you all helped me connect. And I do think that the somatic piece is really key for me, I don't know how y'all picked up on that. But I am very cognitive. And I tend to skip that part. And whoever it was, it was multiple of you that said, if you can connect to where it is in your body, when you're aligned with your values, and try to use that, to believe

in yourself, like if I will definitely if I could do that. Just love every minute of it, I think regardless of what anybody is doing or saying, because that is I mean, why I'm doing it as is got because of my values. So that I mean, just every part of it was helpful. Thank you all so much.

1:22:52

Yeah, I'm so glad I'm so happy to hear it and not surprised because the questions were amazing and brilliant. And I hope that this really kind of exhibited for everyone the power of questions and what they can do. So I'd love for each of you to take a moment right now and write down at least one new thing or takeaway or new understanding or thing that's hitting you around questions. What's something that you're really taking away around questioning or I'm coaching from this session to feeling important? I'd love to hear we've got a couple of minutes which is great for takeaways. I'd love to hear from some of you. What are you taking away? What's feeling important? What are you seeing or learning?

1:24:24

Yeah, Natalie's saying the importance of tapping into a client's body wisdom. So you to echo that and what Jennifer was just saying, don't forget about the four levels of learning and processing. It can be too easy to keep a whole session on the cognitive level level for a lot of people, which is great. But bringing it to how can I support the client to connect with this emotionally? How can I support the client to feel it in their body? How can I connect what is coming through for the client to something bigger than themselves? So So trust As cultivated, that's going to help the everything that comes through on the cognitive, cognitive go so much further. Doris is saying less is more as far as wording questions. Absolutely. And like I said, I was nitpicky with some of you on this call. But just so you know, I can be very wordy myself. It's something that I'm always working on as well, no myth of perfection there. But it is a good game, like a helpful game, I should say, you know, after a session to go back and think about some of the questions that you asked and kind of play with, how can I ask that and even fewer questions. Sometimes we need more words. But oftentimes, the more direct is going to impact in a different way. Good, who else? Who wants to share and you can also happy to hear voice to voice as well. What are you taking, at least is saying, using the different categories of questions. And the four levels is a lot like making music. I love that the sum is greater than the parts and it's fun and beautiful. Yeah. keeps it interesting. For sure. Jennifer's saying I'm taking away the importance of helping a client see they are whole and complete as they are. Your questions showed me connections within myself that I wasn't seeing. I'm so happy. And yes, it's so important to keep on coming back to them. Nina's saying clear and simple questions makes them more receptive. Yes. And Angie is saying like I was saying at the beginning, listening is crucial. Absolutely. If you want to be able to show up well, you can't listen in a half baked way and expect to be able to support your client. It's so true. Good, well, the invitation is to continue practicing your questioning, practice with your partner's practice in your clients sessions, and practice with yourself. So you take some time to write if you were coaching you what are some questions because journaling questions you want to ask yourself? And then if you have time to answer those questions, to the saying in the chat to be mindful that questions are really framed about specific things that the client has shared and how to support them that they're seeking support around. Yeah, absolutely. We want I mean, it definitely can be looser. You know, it doesn't have to be so so, so tight. We need that looseness to get to things but we always want to keep in mind what is the client want to receive? What is the client ultimately want to receive right? And have our questions be leading in that direction? Anything that anyone needs for me before we wrap for today? All right, we did it with two minutes to spare. I hope you all enjoy as you continue to play with questions and we are starting a new module next week. I can't wait. We're gonna be looking at visioning and strategizing. So have a wonderful, wonderful rest of your day and vention Yeah, I'm gonna turn off the recording and answer your question.