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Coaching on Painful Experiences



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Opinions

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Coaching is more than a set of tools and techniques.

To be a successful coach you
need a highly refined
combination of advanced
knowledge, technical skills,
intuition, self-awareness, and
business and entrepreneurial
acumen.

Our mission is to promote the
powerful and positive impact
executive, business and life
coaches are having by educating
and inspiring the coach and
client community worldwide.

We offer an inside view on the
methods, techniques and
theoretical underpinnings that
put coaching at the forefront of
best practices for achieving deep
structural change in people's
lives.

"I Can't Breathe." Coaching on painful experiences

One small virus becomes airborne in one part of the world
and a few weeks later it has spread out across the globe.

One black man dies during his arrest by the hands of a police
officer and across the globe protests arise on police brutality
and discrimination.

Just two examples of how truly globally connected we all are,
and how we affect one another.

So, how do we deal with painful, and often traumatic
experiences? What can we, as coaches, do to support those
who are affected by it? How to we deal with loss, pain, or
grief?

In this edition we try to answer those questions and offer you
the tools to best support your clients in a non-judgmental
and empowering manner.

But we also answer the question how we, as coaches, can
best deal with painful experiences ourselves.

Some of the stories shared in this edition are very painful to
read. But they need to be shared and read across the globe.

Only when we share our stories, and try to understand them,
and start thinking of constructive ways to move forward
together is when healing can take place.

My heartfelt thanks go out to our contributors who freely
shared their, often painful, stories and proved that being
vulnerable is truly a strength.

Live and learn,

Ton de Graaf

Executive Coach / Chartered Business Coach™

Publisher and Editor-In-Chief
Worldwide Coaching Magazine

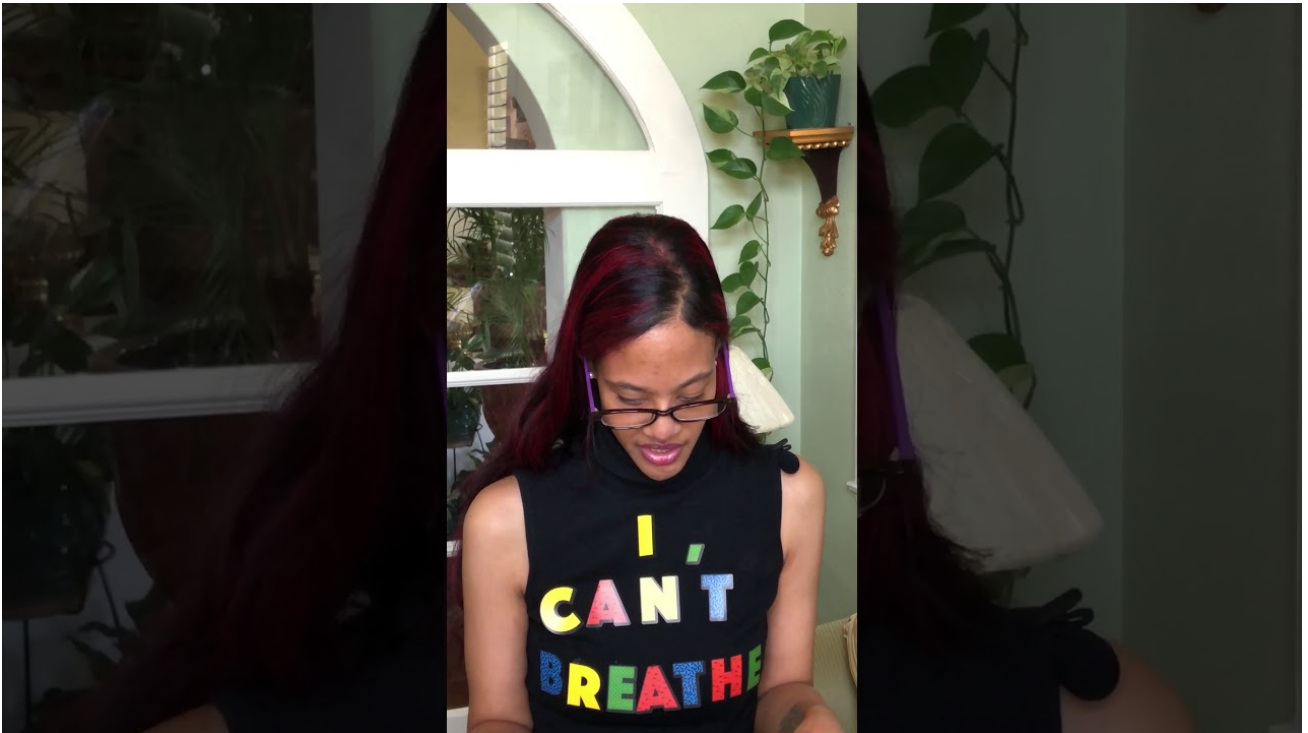


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I Can't Breathe

By Amanda Harrinath



"I Can't Breathe"

What worries you about this? A question I often ask my clients to dig deep down into their soul.

Fallen black and brown lives everywhere. no one seems to care about the impact this "epidemic" has. It will leave you breathless.

I can't Breathe. I thought the US was the land of the free? But I am not, just by being me.

I come from a black mother and an east Indian father. I thought I would never have to question "does my life matter?"

I can't breathe when I turn on the tv and see millions of protests in the streets and around the world.

The role of a coach is to help clients live their dreams, when my client says to me "coach, my dream is just to live".

The pain echos in my heart for the fallen souls, my brothers and sisters who have done nothing wrong; jogging, sleeping, buying a soda or candy.

I can't breathe when I hear about the deaths of young men and women, the only crime committed seems to be the color of their skin.

I took a knee for the justice of my brothers and sisters, George, Brianna, Trayvon, Oscar and so many others.

It hurts my heart that "I can't Breathe" is a worldwide quote.

Everyone should have the right to live.

I can't breathe.



Amanda Harrinauth is a Disability Empowerment Coach.

She is a poet with disabilities who began writing poetry as a way to heal the world of and call attention to all forms of discrimination, bullying and intolerance.

A gold medalist and global ambassador for the Special Olympics, Amanda also writes to help others with disabilities who aren't able to live out their dreams. She co leads coaching groups through the Special Olympics. Harrinauth has Autism and a vision impairment but also believes "you have to break down barriers to become successful".

Listen to an interview with Amanda here: <https://www.capradio.org/news/insight/2020/04/28/poet-amanda-harrinauth-and-finding-joy-in-every-day/>

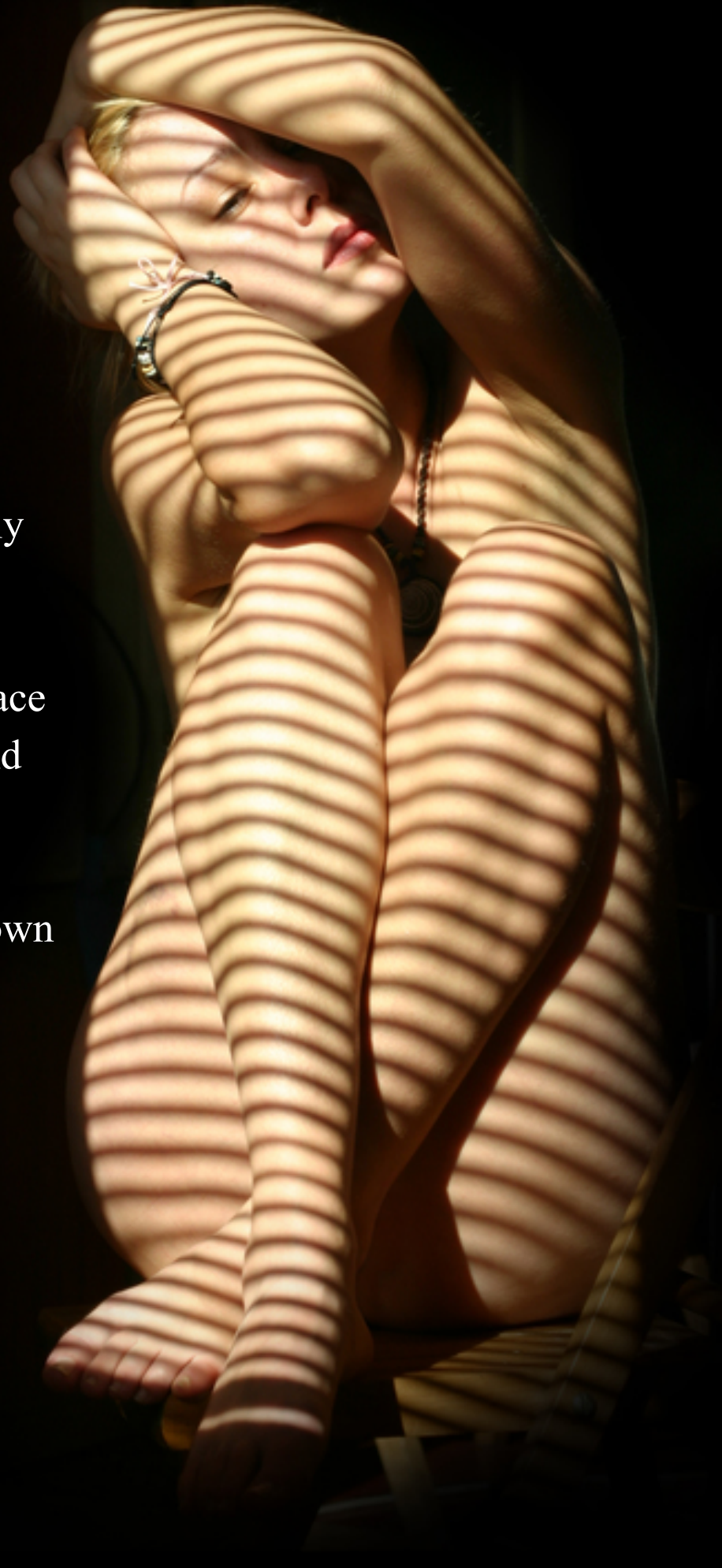
You can reach Amanda here: amandaharrinauth@yahoo.com

“Vulnerability is not
weakness.

And that myth is profoundly
dangerous.

Vulnerability is the birthplace
of innovation, creativity and
change.”

- Brene Brown



Eight minutes and forty-six seconds

By Julianna Hynes, PhD, PCC



Eight minutes and forty-six seconds - the length of time a Minneapolis police officer's knee was on George Floyd's neck until he died.

When I first heard of the George Floyd murder that happened on Memorial Day, I went numb. "Not again," I thought to myself, feeling helpless, as I continued to work on whatever it was that had my attention at the time. I remained numb for three days. But then I began to have conversations with friends and family who needed support. As they expressed feelings of rage, fear, sorrow, and confusion about the injustice experienced, not only for George Floyd but for the countless other black and brown men, women, and children across this nation, my own emotions started to arise.

The following week, nonblack colleagues and friends started to text, call, email, and direct message me, asking how I was and letting me know they were standing in solidarity with me.

I was touched as I had never experienced that type of support after such a tragic and traumatic event. I didn't know how to respond. On the one hand, I was very comforted by the outpouring of support. On the other, I questioned what made this death different than the countless others.

Soon after the expressions of support, the questions started rolling in. "What can I do?" "What resources do you have?" and "Let me tell you about what I've been doing...." It was overwhelming and exhausting, and like those who reached out, I didn't have all the answers.

So, what do we do as coaches working with our clients in this situation?

First, check-in and ask yourself, "How am I doing?" And listen to how your mind, body, and spirit respond.

The work we do in general requires a tremendous amount of emotional, mental, and spiritual energy. When we add sheltering in place and social unrest into the mix, the work we so love can take its

toll. If you're not doing well, then it's essential to get the support you need before helping anyone else.

Once you've listened to yourself, listen to your client. I have a friend who used to ask me, "How are you?" I'd say, "fine." And then she'd say, "Okay, now how are you really doing?"

Just because a person is coming to work every day, talking about the same things they usually talk about, and not visibly falling apart, doesn't mean they're not hurting.

Create the space for them if they need it, to share their real thoughts and feelings. It might be the first time your client has been able to process their experience in a safe space.

Or, as we move into the fall, they might be gaining new insights about themselves and others, they'd like to share and work through. Again, just listen. Listen to understand; I mean truly understand their perspective.

As coaches, active listening is vital not only to the work we do but for our everyday lives. When faced with a novel situation, however, many people, including coaches, replace good listening with questions of curiosity that require the other person to muster up the mental, spiritual, and emotional energy to respond. We must remember that our

clients aren't there to explain or educate us; we're there to support them.

I've heard coaches and others marvel at the stories some Black people started sharing about past experiences with police officers. And if you're anything like me, the more sensational the story, the more questions I have. Who was it that was yelling at you to get out of the car? Did it really happen in an upscale neighbourhood? Why did he pull out his gun? Did he point it at you?

If a client needs or wants to tell their story, by all means, listen. Just listen.

Then, coach.

I've heard it said that the best coaching happens during times in which we know nothing about the subject.

Even if you have a cursory understanding, trust that your client has all they need to do the work and you, are merely holding the space for them. What a gift! Many of my clients have acknowledged and appreciated the ability to slow down and process some of their thoughts.

Finally, outside of the coaching conversation, educate yourself. Learn

about something that has you curious, be it police brutality, white privilege and fragility, systemic racism, or another culture, to name only a few.

There is a lifetime of books, videos, podcasts, documentaries, movies, and the like to explore. Focus on one thing at a time lest you overwhelm yourself and not receive the full benefit of the information you're trying to glean.

The change many of us want to see starts within. We must look at our biases and the stereotypes we maintain. We get to hold ourselves and others in our circles accountable for comments and conversations that never served this country or any individual within it.

At the same time, especially now, we all have the opportunity to be gracious to ourselves and one another. Be understanding when you or someone else doesn't get it "right" every time.

We're going to make mistakes; we're not always going to have the right answer. What's needed is not perfection; it's a consistent and sincere effort.

Eight minutes and forty-six seconds: the time it took for one man to take the life of another. If we each took the same amount of time each day to change ourselves and learn about and support one another, I'm confident we could create a better world.



Dr. Julianna Hynes, PhD, PCC is the author of *Leading On Purpose: The Black Women's Guide to Shattering the Glass Ceiling*.

The book is a career advancement tool for Black women and their allies. Julianna has worked with a diversity of leaders and is particularly passionate about women in leadership.

Dr. Julianna Hynes is a recognised and highly respected Leadership Development Strategist and Coach, Speaker and Author with a reputation for helping individuals and organizations create quick and sustainable solutions that yield measurable results.

More info: <https://www.juliannahynes.com>

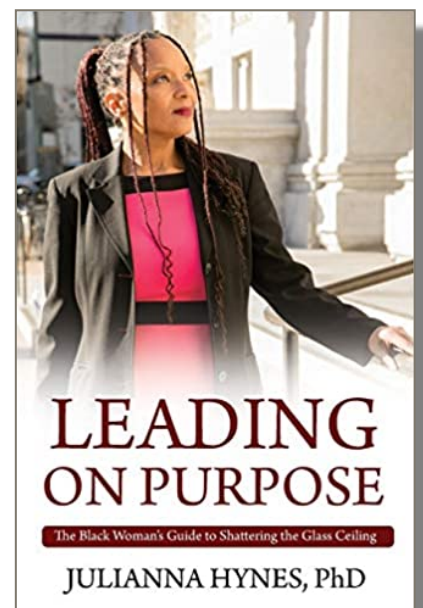
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Leading on Purpose: The Black Woman's Guide to Shattering The Glass Ceiling.

Black women are now one of the most educated groups in the United States. However, our educational achievements haven't translated into representation in higher-level, higher-paying roles within organizations. In *Leading on Purpose*, Dr. Julianna Hynes shares her story of going from being aimless in her career to having crystal clear focus after clarifying her vision, identifying her goals, and mapping out a strategy to attain them.

You can get your copy here:

<https://amzn.to/3eJYZXn>



H.O.P.E.

**HOLD ON,
PAIN ENDS**



Grief and Loss

– a reflection on a multiple brain approach

By Dr. Suzanne Henwood



It was timely to be asked to write for this issue on pain, grief and loss. Only recently we paused to reflect on the loss of Grant Soosalu, the key developer of *mbraining* – a field of applied neuroscience – in which he has left a lasting legacy in the world.

We are also in the midst of a Global Pandemic, which right now has seen well over 400 thousand deaths worldwide. Alongside of that we are seeing a myriad of other losses: jobs, health and wellbeing, freedom to travel, connection to others, shaking hands, hugging and so many more things that we took for granted – until they were taken away.

On top of that, for many, their loss of what they thought they knew around ways of being, with personal maps being challenged around white privilege and the abhorrent treatment of others who happen to have a different colour skin.

I know I had to reflect on my naivety and ignorance about what the 'norm' was for some people. It has been shocking and has left me questioning so much more about what I thought existed - or didn't.

So, to take a moment to pause and reflect on grief and loss and how we can be of service to those experiencing loss through the use of coaching, seems needed more now than ever.



And to reflect on the role of multiple brains in that, to establish perhaps a different approach, to face complex, dynamic and problematic, systemic issues of loss from a heart led perspective, exploring wisdom and

compassion as a way forward, feels wholly appropriate.

So, what is grief?

The Grief Recovery Handbook by John James and Russell Friedman begins by saying "Grief is the normal and natural reaction to loss of any kind" (page 3).

That will be the platform from which I write. It is so much wider than the loss of a loved one - it is about massive change, disruption to familiar ways of being, loss of dreams, hopes, role transitions etc. Indeed [one article](#) suggests there are 43 types of losses including loss of trust, loss of safety, loss of faith and loss of control .

Viewed in that way I think many of us will be able to relate to some element of loss right now.

One interesting thing to be aware of about grief is that it is accumulative. Over time, losses mount up and trigger and compound each other.

You may find at the age of 50, when you mother dies, you start grieving your father who died when you were 15, or the loss of possessions in a house fire and other seemingly

unrelated events (well that was my experience).

Too often, clinicians misdiagnose grief and use the label depression. In one study of 8800 clients diagnosed as depressed, researchers demonstrated that a large percentage of those people were in grief, or carrying unresolved grief – and were in fact not clinically depressed¹.

Russell Friedman offers an interesting perspective when he writes: grief is like “reaching out for someone [or something] that has always been there, only to discover when you need them one more time, they are gone”. [He goes on to say, it is also about](#)

[reaching out for someone who has never been there too.](#)

So as we look at coaching around grief and loss – let’s hold this wider definition of grief in mind, which makes this applicable to many, many clients -especially now.

What does a Multiple Brain perspective contribute to this field? We have been sharing the field of *mBraining* in this Magazine for about 8 years. If this is a new term for you, please check out mbraining.com and mbraining4success.com. And have a look at *mBraining: Using your multiple brains to do cool stuff* by Grant Soosalu and Marvin Oka (available on Amazon).

Language

Knowing that we have at least three brains (head, heart and gut), it is interesting to listen in as our multiple brains express themselves in grief. As coaches we can listen out to which brain(s) is processing the loss. Some examples of neurolinguistics you might hear are given below and I invite you to reflect on others in each brain that you may have heard in practice:



¹ Wakefield, Jerome C., PhD, DSW; Schmitz, Mark F., PhD; First, Michael B. MD; Horwitz, Allan V., PhD. “Extending the Bereavement Exclusion for Major Depression to Other Losses: Evidence from the National Comorbidity Survey.” *Arch Gen Psychiatry* 64.4 (2007):433-440

Head

"I don't know what to think"

"I can't understand it"

"I just can't think straight"

"It makes no sense"

We know that in stress, the pre frontal cortex gets shut down and it can be almost impossible to think things through, or make decisions, when our systems are flooded by cortisol.

The same is true in grief and loss and yet, the reality is that there are many decisions to be made at a time of loss.

We also know that the head can run away with unhelpful narrative, which can compound and escalate discomfort and anxiety.

And, caught in the storm of grief, it can be difficult to calm that head voice down to find space and quiet.

I believe that coaching can provide a safe space to enable someone to reconnect to, and be aware of their thoughts and narrative. If this is done in conjunction with calming their stress response by working with the body, it will be possible, even in the acute aftermath of grief and loss, to assist

them to make the necessary decisions safely, with coaching support.

Heart

"My heart is broken"

"I can feel my heart being torn apart"

"It hurts so much"

Takotsubo (Heart Break Syndrome) is real and there is a simple explanation [here](#). More likely to affect women than men, it shows the physical effects that can occur after significant loss. Immediate medical treatment is essential, when any medical symptoms are present.

Even in less severe cases, the pain felt in the heart can be frightening and cause someone to feel uncomfortable and unsettled and I believe follow up coaching, working with the autonomic nervous system (as provided in modalities like *mBIT* Master Coaching),



can assist in healing the heart and re-establishing autonomic balance.

Working with a coach to allow your heart to speak, to express and to deeply acknowledge the loss, can be a first step back to some level of balance.

Gut

"I feel sick to my stomach"

"I felt like I had been punched in the guts"

"I don't know who I am anymore"

"I just can't seem to do anything"

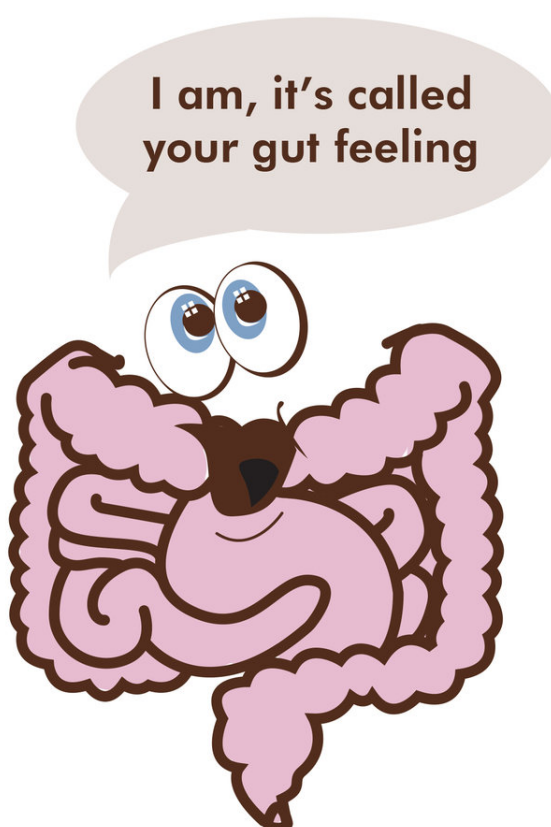
Clients may not even realise the wider functions of the gut (beyond digesting food) and may not know that some of

this languaging may indicate a gut involvement.

A qualified coach can help them to understand where the reaction is coming from and advise how to talk appropriately to that body system to understand what it deeply needs.

Especially when the loss is linked in some way to who they are (mother, father, son, friend, colleague), or linked to something they deemed to be part of themselves (my house, my job).

Enabling people to understand the link to identity, and how it is held deeply in the gut, is key, both in the short term and in the longer term moving forward.



A brief note on the Autonomic Nervous System and Grief

Another aspect that appropriately trained coaches can assist with is enabling the person to understand the autonomic responses happening in the body and then to coach to that accordingly.

With the latest developments and understandings of how the Autonomic Nervous System works, we know that the old model of a linear continuum between a parasympathetic response at one end and a sympathetic response at the other - with the two operating in a simple opposing way, is

not going to fully explain what is happening in grief in the body.

The new model of "Autonomic Spacing" which works with the wider autonomic system, showing that:

- it has the ability to operate in mixed states (i.e. any one system may be both sympathetic and parasympathetic at the same time)
- in grief there can be a quick shifting between the states in what seems like a blink of an eye
- offers an explanation of why any one organ or system (eg the heart) may be in a sympathetic response (angry,



SYMPATHETIC



PARASYMPATHETIC

frustrated etc), while another organ or system (EG the gut) may have gone into freeze and withdrawal (not wanting any food) at the same time, begins to explain why you may feel outside of your normal way of being.

By helping clients to understand their physiological responses and reassuring them that their responses are 'normal', can be helpful in preventing the client getting so concerned about what they are experiencing.

Coaching Grief

Even writing that heading feels odd to me - I am not for a moment suggesting we coach grief to: speed it up; to get through it easily; or to in any way not allow the client to feel the full enormity of the loss.

If however, grief emerges as an issue in a session, knowing how to begin to work through that, as well as being able to hold the space across the multiple brains, will help the client to feel validated and heard and give them a sense that they can carry on.



Keys to coaching grief and loss then include:

1. Be aware linguistically of which brains are involved and where the grief and loss is being processed for that client.
2. Calibrate the autonomic state of that client - across body systems, as the autonomic state will impact on the function of those systems (e.g. a body in sympathetic dominance, may not be able to carefully and calmly think through a decision in the head brain).
3. Facilitate the client to get into a balanced autonomic state through appropriate breathing techniques such as mBIT Balanced Breathing.
4. Bring the heart focus for the client onto something positive - so that they feel it (as opposed to thinking about it). This might be something around what has been lost which they can have appreciation or gratitude for.
5. Coach to the head brain to create a plan of action, asking the head to offer some options which are in line with where the client wishes to go next (which may be focused on short term problem solving, or enabling them to just keep carrying on).
6. Ensure you involve the gut brain and leave sufficient time for the gut to digest awareness of what has been covered in the session. Encourage the client to hold whatever has been lost outside of themselves - not so as to forget it, or leave it behind, but to detach it from their own core identity. Then enable the client to decide where is a more appropriate place to hold that in their gut so they can savour it in the future, in a way which is real and deep, but is not attached to their own core sense of being.
7. Finishing with the client in the heart again, focus on ways to celebrate what was lost - and to find where specifically in the heart would be the perfect place to hold that memory, so it can be treasured always.

Summary

While this was a brief reflection on the role of *m*Braining in coaching to grief and loss, I hope it will have sparked some deeper thinking into how the multiple brains each play a role and need to be considered.

Coaching grief as a cognitive knowing, or even emotional feeling, is an incomplete approach and may explain why some clients think they are “over it” and then find they are deeply back in a grief or loss response, with something not fully resolved, held deeply inside.

Please feel free to get in touch if you have any questions around *m*Braining or you would be interested in finding out more how you can add *m*BIT Coaching to your tool box.



Dr Suzanne Henwood is an *m*Braining Master Coach and Master Trainer, as well as being an NLP trainer, Mindfulness Facilitator and Map of Meaning Facilitator.

She is the Director of her own company ([mBraining4Success](https://mbraining4success.com)) and is the CEO of The Healthy Workplace, a joint venture with a mission to change how we lead and do work globally - to bring humanity into the workplace.

Suzanne has a special interest in Leadership and Stress as two key areas for coaching transformation.

Suzanne can be reached here: suzanne@mbraining4success.com

Since its first publication in 2012 **Grant Soosalu's** and **Marvin Oka's** book '*mBraining – Using your multiple brains to do cool stuff*' has reached thousands of people across the globe.

The research and the practical implications of the multiple brain integration techniques have already enhanced the lives of many and **mBIT training** became one of the most successful tools for coaches.

Grant Soosalu graciously agreed to write a series of articles about *mBIT* coaching in the **Worldwide Coaching Magazine**. These articles were collected and published in '[Coaching Wisdom](#)' in 2015.

Since then Grant, together with **Dr. Suzanne Henwood**, has continued to write articles about *mBraining* for our magazine that are collected in this new ebook.

Sadly, Grant passed away in June 2019 but his important work will continue to touch the lives of many across the globe in the years to come.

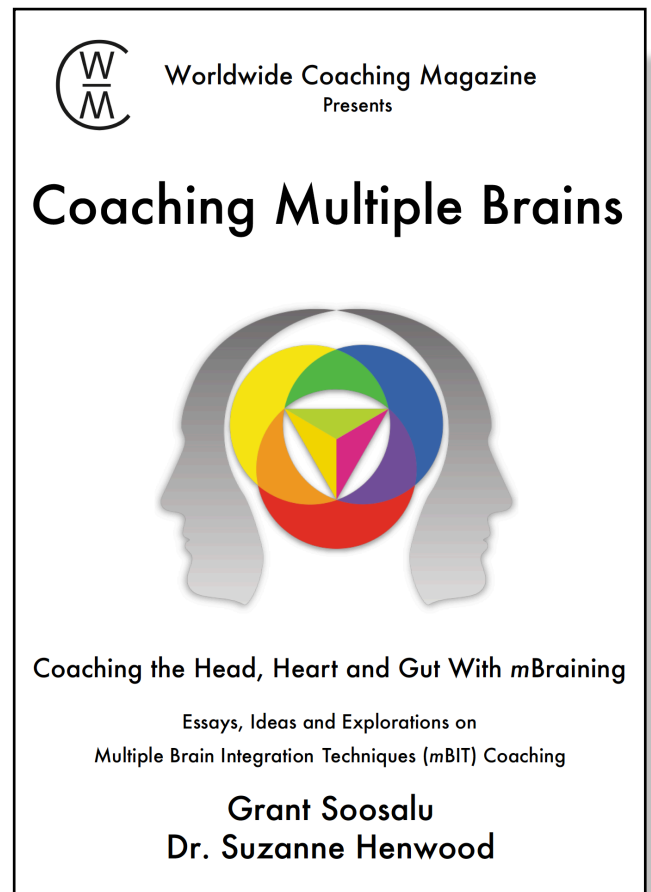
Many coaches and trainers have embraced *mBraining* and continue to spread the important findings of Grant and Marvin's research.

Dr. Suzanne Henwood is one of them. As an **mBIT Master Coach and Master Trainer** she has certified hundreds of *mBIT* coaches across the globe and continues to spread Grant's legacy.

I am delighted to present to you this book and hope it will continue to touch and enhance the lives of its readers and thus creating a better world.

This book is included, for free, in your subscription (for current subscribers).

You can get your digital copy at [Amazon.com](https://www.amazon.com) or at [issuu.com](https://www.issuu.com) or you can order your hard copy by [clicking here](#).



Cultivating a Healing Space in Your Sessions

By Leon VanderPol



A question I am frequently asked by coaches is whether coaching is compatible with healing or whether those are two different modalities.

The answer is yes; a coaching space can be a healing space. And it doesn't mean you need to have learned any healing methodologies or see yourself as 'a healer' to create a healing space.

Why cultivate a healing space?

In these Covid times, where so many are living in uncertainty, where the future appears less safe and secure than the past, people carry a lot of worry and fear. High levels of stress and anxiety are common, and this has a debilitating effect on individuals and families.

There is an opportunity here for our coach sessions to become more than a place for people to think through options, strategies and actions; they can become sanctuaries where people can lean into their worry and fear, and just be with it.

What is a healing space?

A healing space is any space in which a person is capable of relaxing the stressors in their mind and body to the point where they have access to their most resourceful state.

When you are present in your sessions with your heart wide open to people's pain, you are cultivating to a healing space. When you choose to be an empathetic, non-judgmental, loving presence, that creates a healing space. Unconditional love is the power that heals all.

What happens in a healing space?

People are willing to be vulnerable, to speak about their deepest fears, and to look at underlying structures of thought and belief that give rise to the fear.

In a healing space, people can come face-to-face with their pain, lean into



it, give it voice, and do the work to release the patterns of thought and emotion that keep them living in the grip of fear. A healing space allows for negative thoughts and emotions to be expressed in any form, knowing that all is held without judgment.

When this happens, people begin to decompress, relax and trust more.

How does a coaching space become a healing space?



A healing space is not a problem solving space. Coaches needs to let go of the idea that our role is to resolve the issue or make our client's pain go away. A healing space is born of the heart's energy, not the intellect's problem-solving ability.

When you as the coach can let go of your own impulse to fix or make things better for your client, and open your heart to simply be with the pain arising, you are cultivating a healing space. When your presence radiates unconditional love and acceptance, your clients will know that in this space they are free to be as they are, without needing anything to be different than it is.

Let the energy and intelligence of the heart lead

A coaching space that is a healing space has its own unique energy. It will feel like everything, including stress and anxiety, is accepted as it is. People are not accustomed to being in such spaces. They are used to standing in judgment of things that are deemed unhelpful or limiting. People can be their own worst critics, even judging their own pain negatively. But with you in a healing space there is no

judgment, there is no need to fix things or solve the problem (though that may still happen), and all is accepted and loved as it is.

The result is that stress, emotionality and negative energy will naturally dissipate, and your clients will naturally open to a higher potential within themselves. You don't have to drive people to awareness through powerful questions. You simply need to hold space for what is there –a space woven of the energies and intelligence of the heart – and watch what happens when you do.



Leon VanderPol is the Founder & Director of the Center for Transformational Coaching and author of *A Shift in Being - The Art and Practices of Deep Transformational Coaching*.

Deep Transformational Coach training takes your coaching capacities to a new level—beyond transactional, surface-level, issue-based coaching into a deeper realm where a far greater potential lives. Here you learn what it takes to elevate human consciousness into new paradigms of experience.

Visit www.centerfortransformationalcoaching.com



Questions For White People

By Jodi-Kay Edwards



Everyday blacks fight a fight that our ancestors couldn't end. Why is it that the word Black has a negative connotation to it for some? So much so, that our skin color is still not accepted in neighbourhoods, schools, corporate America, homes, stores, restaurants, parks and other public places. My Blackness puts fear in the hearts of people who have never spoken one word to me.

Why is it that certain races still consider themselves superior to me? I could go on and on about my accomplishments, my time served in the Army, my impressive resume, degrees and certifications but that still wouldn't get me a (comfortable) seat at the table. Why is that? Why is it that no matter what I do, no matter what

"rules" I follow, no matter what's inside my heart and mind I'm still not seen as an equal. **My answer to that is racism. What about yours?** Racism is still alive whether White people want to admit that or not and Black communities are suffering.

I'm fighting a fight that I didn't start. I'm fighting a fight that I've spent most of my life trying to dissolve. Black people have been fighting for one thing, and one thing only for centuries. Freedom. Since we were enslaved, stuffed on ships, chained around the neck, feet and hands, beaten, raped, spat on, broken down mentally, and depicted as criminals, we've been asking the world to help us.

We've been crying out to let us breathe, to let us be with our families, to let us drink from the same water fountain, get access to the same resources. We've been asking to sit at the table of equality, yet we are denied access time and time again. Why do only some of you help us? **My answer to that is racism. What about yours?**

My solution to this? Pass the torch, use that White privilege to amplify melanated voices. Let us speak freely without being faced with resistance and anger, listen to our stories, let us share our history with you so you can understand.

2020 is the first time, since I've been alive that I have seen a massive uptick in the amount of voices willing to stand in solidarity with Black voices. I have hope for the future, yet I still see Black voices being silenced. Instead of helping to abolish systemic racism counter attacks have been made such as redirecting the focus to "all lives" and "blue lives". It's a concept I've seen before, another Black invention yet again stolen. There is a war on which movement is better, but I can't seem to wrap my open mind around the fact that systemic racism is still prevalent yet #AllLivesMatter is doing nothing but fighting against the Black community instead of helping us. A war within a war. Why? **My answer to that is racism. What about yours?**

My solution to this? Help me understand your heart. I want to know why White people fear me. Is it necessary to watch me as I shop? To cross the street when I'm

out walking? To hunt me down and shoot me in my neighbourhood? To call me racial slurs? To deny me access to tools and resources that could help to improve the quality of my life? To make fun of my hair? To look at me, someone's daughter and see me as a threat to your life? These are my questions for White people. What do I need to do or say to make you feel safe when real history shows your race as being the aggressor? Your race is perpetuating the fight, your race is resistant to change, not mine.

My solution to this. Understand that racism is an issue of the heart. Unlearn what you've been taught about Black people being dangerous, wild, undeserving, uncontrollable animals that deserve to be treated as criminals. Learn about your unconscious biases. Check your privilege. Pass the torch. Learn our history. Don't overlook us. Support Black businesses. Use your voice to speak out against social injustice. Help us fight systemic racism. Stand next to us in solidarity. Take a look at companies with all White board members. Question the values of your close friends and family. Surround yourself with the truth.

Open your mind and open your heart, open your doors and then change can start.

Unlearn and Learn:

<https://jodikayedwards.lpages.co/diversity-and-inclusion/>

<https://www.instagram.com/p/CA-mrKEF2SE/>

<https://www.instagram.com/p/CCbC1DelrVt/>

Jodi-Kay Edwards is the founder of Alignment Is The New Hustle, a business strategy and personal development brand helping entrepreneurs build profitable businesses in a flow state. She is known for her clear and easy to implement visibility strategies for entrepreneurs worldwide.

You can request to join the free Facebook Group here: bit.ly/entrepreneurvisibilitystrategies

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The Power of Acceptance in a World of Uncertainty

By Rosie Evans, Lead Behavioural Scientist, [CoachHub](#)



You're sat on a long haul flight, trying to get to sleep. You know you need to sleep, but you just can't seem to get comfortable. You twist and you turn, but your neck is crooked, or your legs are cramped and so you twist and turn some more. The person next to you is snoring loudly and your frustration builds - you'll never find a comfortable position in a plane chair, and so you give up. Of course, it is at this moment of acceptance that you drop off into a deep sleep.

The world today has more uncertainty than ever, and it is impossible to avoid living with, in some form or another. Acceptance of this reality is one of the most important steps towards mental well-being; accepting reality for what it is is the first step to learning how to live and grow within it.

Our relationship with pain

Alongside acceptance, we can also learn how to change our relationship with uncertainty, and even pain, and learn how to reframe challenging experiences. We can see an example of this from the mindfulness world, in [Jon Kabat-Zinn's](#) Mindfulness-Based Stress Reduction (MBSR) programme. The programme was designed as an intervention for a group of people living with chronic pain - those who had tried everything and found no solution to help them live with their pain.



The MBSR programme shows how a systematic approach can alleviate suffering by training people, through meditation and mindfulness, to bring purposeful attention to the present moment, without judgement and with curiosity, kindness and acceptance. It worked: participants reported a significant decrease in the intensity of their pain, greater functionality and an improved quality of life.

Mindfulness might not be for everyone, but it provides us with a clear example of the power of acceptance and reframing our experiences on an individual level.

Personalised solutions for personal growth

There is a growing need for highly tailored, personalised solutions at scale, and that is where digital coaching is making a difference. The efficacy of coaching is well-established, but introducing a decentralised digital element allows us to take this evidence-based approach to individuals, and adapt the programme to their experiences.

This is particularly important when supporting people who have survived trauma, grief or any other awful experiences. It's important to note that coaching is specifically for a non-clinical group, and does not cater for those struggling with mental health problems in the same way as psychotherapy. However, it does provide the psychologically safe space and confidentiality that is needed to work through highly personal experiences. It can then enable a process called post-traumatic transformation, which begins with guiding people through the stages of shock or grief, to a place when they can begin to build or rebuild their psychological capital (PsyCap): self-efficacy, optimism, hope and resilience.

Research demonstrates how PsyCap benefits well-being by lowering levels of stress and anxiety, reducing symptoms of depression, increasing life satisfaction, and performance at work. The first shift towards this positive transformation is the moment that a person shifts into an attitude of acceptance about their personal situation, which is where a coach can be an essential support.

Coping with an uncertain world

Often, post-traumatic transformation can lead to a focus on the power of communities as spaces of safety and belonging. After crises in communities, we often see people becoming more interconnected and altruistic; united by a common purpose and



motivation to work towards it. We are seeing this in action on a large scale in the USA, as the trauma of centuries of racism and state brutality is being transformed into a movement to promote positive individual and societal growth.

Acceptance in this example, is the reality of systemic racism and actions needed on an individual and societal level to become anti-racist. One individual action is the need to approach our unconscious biases and prejudices that influence daily interactions and decisions. This inner work is uncomfortable, but, for any meaningful change to occur, it is important to embrace this particular discomfort.

However, the high levels of stress and anxiety in this tumultuous time mean that we are not likely to see this positive transformation and growth in everyone. Uncertainty is a breeding ground for people's dark side and derailers, and can make finding perspective very difficult. The combination of COVID-19 and global racial tension means that now, more than ever, we have to learn to accept uncertainty and face up to our demons.

Accepting the new world of work

This is especially true in the world of work, where the majority of organisations are grappling with the safety implications of office working, alongside the mental well-being challenges of remote work. As entire teams and workforces adapt to a new way of working, with new concerns and challenges as a result, business leaders need to find a way to help their people cope with the changes.



Change is best driven from within, which is where digital coaching can support businesses identify the concerns and strengths of their people. We see this in our work with those on the front lines of humanitarian crises. Through our CoachHub4Good initiative, we get to see the impact coaching can have on the positive well-being of aid workers and those leading the fight in numerous worthy causes.

Though individualised and inherently personal, there is also growing evidence of the positive ripple effects of coaching

across an organisation. We know that people often leave jobs because of their managers, not the company. The solution is to take staff through the transformative process of coaching, allowing them to learn how to lean into their challenges and challenge their own hidden biases and prejudices that may be affecting others.

Ultimately, the challenge is helping people relax into discomfort, and change their relationship with the uncertainty that surrounds us all. That could mean a leader learning how to navigate their team through the pandemic whilst trying to manage their own emotions and adjusting to a new way of working; a person in a minority (whether race, gender or others) finding their inner strengths and resources in order to prevent burnout and thrive; or transforming a culture that values well-being and anti-racism, and encourages sustainable behaviour and mindset changes.



Rosie Evans is a British psychologist, neuroscientist and mindfulness consultant, who works in [CoachHub's](#) coaching laboratory, helping to promote the science of coaching and behavioural change.

As a behavioural scientist, Rosie supports organizations worldwide in developing coaching programmes that provide behavioural solutions to organisational challenges and change.

The goal of Rosie's coaching approach is to help people make informed decisions for a fulfilling life that is consistent with their values and interests.



We begin
to remember
not just that you died,
but that you lived.
And that your life
gave us memories
too beautiful
to forget.

- *Unknown* -


Coaching Loss, Pain, and Grief.

By Rhiannon Reese



There is no growth without change, no change without fear or loss and no loss without pain.

Rick Warren

 quote fancy

In my experience when we are looking at clients who have any of these states, pain, loss or grief (as humans all will at different times), the most important thing for me to do, not just as a coach but also as a heart-centred human being is to be “present”. Very very present.

To allow the client to be really listened to. Actively.

Sometimes it's not even about the client solving the issue, it is about the client hearing themselves think and then beginning to make sense of all of this.

I do not believe in suppression.

The client will stay in this state for as long as necessary to gain the pearls from this.

At the appropriate time, I will begin a series of questions to direct the client to always understand they have

choice. Choice to stay where they are, choice to move on.

Usually this is not an "isolated" event – but more a culmination of events and the behaviour or event is triggering something much much deeper.

At this point, I will ask the client if the fear (or emotion they are experiencing) is real and/or true. When a client says that it is not real or true, we beginning to move towards more positive answers and better frames.

Every client is different



Every client will move through this in their own unique way. Some will move through it and some will not.

The trick is, not to rush this. Or you end up with worse suppression,

One of the most powerful tools we have in great coaching is to listen without judgment and let the client explore their feelings. This will vary from client to client.

To masterfully ask questions along the lines of a “detective” to find a “common thread” - can be very empowering.

Where I see the power in great coaching that differs from therapy - is that great coaching helps you evolve a set of skills that enable you to find a way out of a “state” that no longer serves you.

Great therapy helps you understand the why and how of your feelings and yet does not necessarily give you tools to move past this. It’s more based on acknowledgment and understanding.

Knowing how and why you feel

the way you do is important.

Being able to find a skillset that can help you move on from these states is empowering.

When you find the right Coach - then anything is possible.

I look at the world right now with our “black lives matter” movement - the reason there is so much power behind this is because of so much suppression after so many years and the obvious lack of equality across the board.

This is about collaboratively finding a way forward, a common future, where there is no “us and them” - there is just “us”.



This may take time and this will take great reform in our world and through our society. By listening we allow the opportunity to find common ground and work towards resolution.

Pain, loss and grief are all part of living and being alive. We will all experience this at different points in our life.

It is what we do with this pain, loss and grief and how we allow it to take over our lives that matters.

The key to this is awareness of self – before you have slid right off the proverbial richter scale.

Also, knowing the small things that maybe you take for granted that bring great joy to your life. could be meditation, painting, yoga, friends, family or faith and then ensuring that this this is part of your daily/weekly life.

Just like on the airlines when they say – “Fit your oxygen mask first” – so too must you fill your chalice to then move through your life from a place of happiness and contentment.

Once our chalice is full then we naturally often look for ways to help others in the same way that we ourselves have been helped.



To learn more about this: come and join us at www.rhiannonrees.com/businessfx

The darkest hour is before dawn and dawn is always beautiful.

Also, happy to include a free copy of my best-selling book:

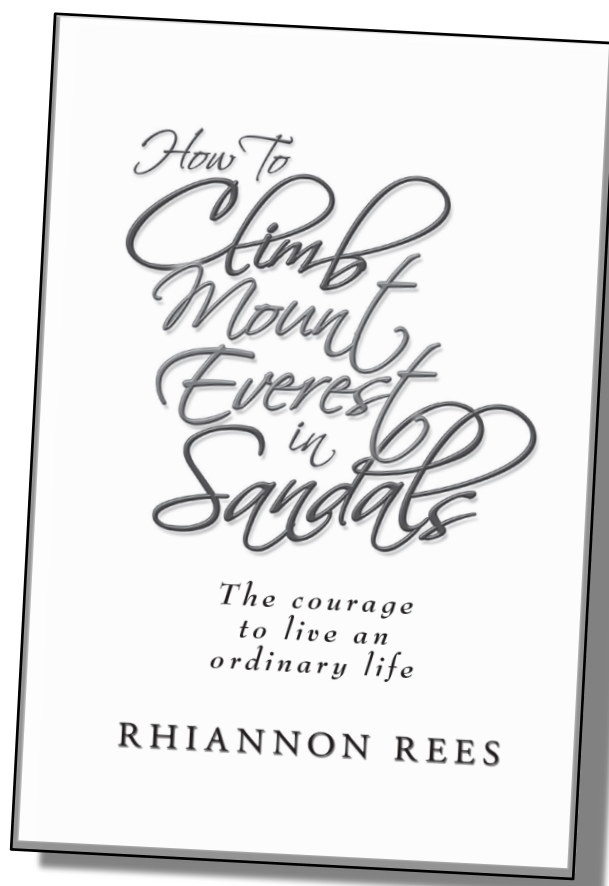
How to Climb Mount Everest in sandals – this may help you where you are right now.

This was my story of loss 10 years ago, to now living the life of my dreams.

If I can do it – you certainly can.

Rhiannon Rees B.Bus, H.M.C, C.C.H, D.C.H

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Coaching for Loss and Grief During COVID-19

By Julia von Flotow



Perhaps your experience of the COVID-19 pandemic has been one of loss – a loss of social connections with family and friends; a loss of income or business opportunities, emotionally destabilising due to anxiety and concern about the future in general, your health or that of your loved ones, in particular; and spiritually, a loss perhaps of hope – a real challenge to maintaining a positive mental outlook on life.

How this loss, perhaps experienced as grief, may have affected you, depends on a multitude of factors including: your support systems, economic stability, mental and emotional resilience; the nature of your work, your earning capacity, income and/or savings; your current stress load and your carrying capacity – how much you can take and how well you can adapt and respond.

For people experiencing complex losses without the social supports they need to help them navigate the challenges, the pressure can build up and lead to anxiety attacks, sleep disorders and unhealthy mental, emotional and physical behaviours.

Through my mindfulness coaching program I provide my clients with simple, step by step practices and techniques to help them stay grounded and centred in the midst of the Covid-19 storm.

My first step in the mindfulness coaching journey is to help my clients accept and allow whatever feelings they are feeling as real. What is, is! This step of getting in touch with what clients are experiencing is the first step in helping them assess and accept their reality, without judgement. It is only by acknowledging what we are experiencing that we can accept it and in accepting it, as we are experiencing it, we can begin to extend some compassion towards ourselves.

Identifying feelings and naming them, the client begins to accept their experience and themselves in this changed and ever-changing reality. Covid-19 is a process. In so doing, the client gains some distance and becomes capable of shifting perspective and assessing the situation with greater clarity.



Once the coachee has assessed and accepted their reality, I guide them through a process where they consider their options - identifying what's happening, what they can effect, what they can influence, and most importantly what they want... what they are hoping for. Coachees often find new energy in this step as hope arises with an emerging intention.

It's never a linear process....It may be that we double back to revisit what the client is feeling - what's showing up in their day to day lives; and assessing their commitment to the emerging intention often seen as a vision they hope to see and make manifest.

Having considered options, the coachee eventually makes a choice that leads to commitment. Action follows. The coachee, inspired to take a stand, becomes eager to act on their own behalf towards the realisation of their goal. Small steps are encouraged building confidence through the development of new skills.

Designing rituals (daily routines executed with intentionality and focus) facilitate acceptance and healing while also providing structure and direction. Managing attention (what is focused on and how) is central to developing a sustainable mindfulness practice.

Taking time out to reflect on and journaling on what is working, celebrating the successes big and small is critical to a successful mindfulness coaching process. I invite my coachees to respond to reflective journals pre and post coaching sessions.

Periodic progress reviews encourage coachees to reflect on what they've learned - what's different now, identifying practices they've made their own and integrated into their lives, and where they're at with respect to their coaching objective.



These reviews also provide an opportunity to tweak the coaching program should the client's goal have changed.

The coaching program is designed to provide optimum support to the coachee. Each situation is unique. The more complex a coachee's situation, and Covid-19 has increased complexity for many, the more coaching support is designed into the coaching program.

Whether it's dealing with a loved one with covid-19 or coordinating the day to day needs for a loved one all alone at end of a normal healthy life due to social distancing; relationship conflicts due to the stresses brought on by covid-19 or fear of business failure; forced career transitions or a job change; the need for relocations in a time when you can't travel or estate administration after the loss of a loved one, or any other number of challenges, mindfulness coaching provides the support clients need when they need it most.



Julia von Flotow is an executive coach, mindfulness instructor and founder of the Kaizen Leadership Institute and Therapeutic Touch Institute, Toronto, Canada. Her **12 step program to becoming an authentic and mindful leader** <http://www.kaizenleadershipinstitute.com/12steps/> has helped hundreds of independent professionals and business owners live happier lives and build more sustainable businesses. www.kaizenleadershipinstitute.com.

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