

Cohort 3, Residency 2

I USED TO THINK...

...I communicated well with my team.

...coaching was providing someone the answers.

...being forced to do an exercise (learning) was uncomfortable.

...giving advice was the best option to respond to a problem.

...there was no hope unless you fit the mold.

...I was an active and present listener.

...coaching was using my expertise to help someone get through their challenges.

...if someone came up to me with a problem, I had to provide a solution.

...I wasn't a leader.

...I have to individually work through my problems.

...I was doing enough to acknowledge the work and even the needs of my people.

...I was alone in how I thought or some of my experiences.

NOW I KNOW...

...I need to lean more into open discussions and 'what' questions.

...you can coach someone to empower them to find their own answers.

...it's OK to feel that way.

...I see the value in coaching!

...I have the courage to challenge a systemic structure/culture that is not conducive to me or others.

...I wasn't and it's something I'm going to work very hard to be!

...it's letting them solve their problems on their own by asking questions that they may not have asked themselves.

...it's more impactful to help someone walk the path to their own solution.

...I could be, and I have gained skills to be able to coach.

...it's helpful to talk them through with someone else.

...and will commit to doing and prioritizing that more on a daily basis rather than just when it seems projects 'wrap up', work is complete.

...we collectively have similar challenges regardless of our rank.

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I USED TO THINK...

...knew myself well enough to do an OK job leading my team.

...I was too rigid in my ways.

...having boundaries was a bad thing.

...I was too much.

...setting boundaries was just something I said I would do

...setting boundaries was a sign of weakness.

...solving other people's problems for them was the most effective way to deal with them.

NOW I KNOW...

...I can do so much better with just a series of questions and check-ins.

...my personality type is a certain way that I can better articulate and understand.

...they've kept me true to my priorities and values, so it's OK.

...I am enough, just the way I am.

...using the experience cube gives me structure to think through and provides clarity for my boundaries.

...it's a sign of strength.

...by doing that I am not allowing that person to grow in their professional careers.

