

# Are You Your Best Coach?

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(Established since 1984)



17<sup>th</sup> November, 2011

# Are You Your Best Coach?

A Quick Word about the *Tip*-Pad:



Integrative

Illustrative

Iterative

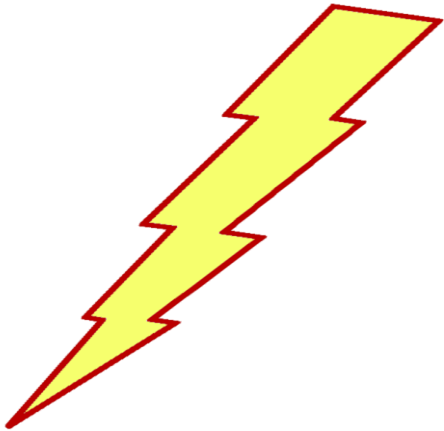
Investigative

*Theory Into Practice*

**Fundamental Framework for Mastering My Mindset**

# Are You Your Best Coach?

Let's begin with a Light-hearted Moment .....



**Fundamental Framework for Mastering My Mindset**

# Are You Your Best Coach?

Data - Information



**Awareness**

**Knowledge**

**Wisdom**

**Understanding      Distinction**



**Are You Your  
Best Coach?**



Awareness - Knowledge - Wisdom

1

**Fundamental Framework for Mastering My Mindset**

# Are You Your Best Coach?



WHAT'S ON YOUR MIND?



Focus of Attention

**Red-Dot** Culture

Renewal Execution Discipline

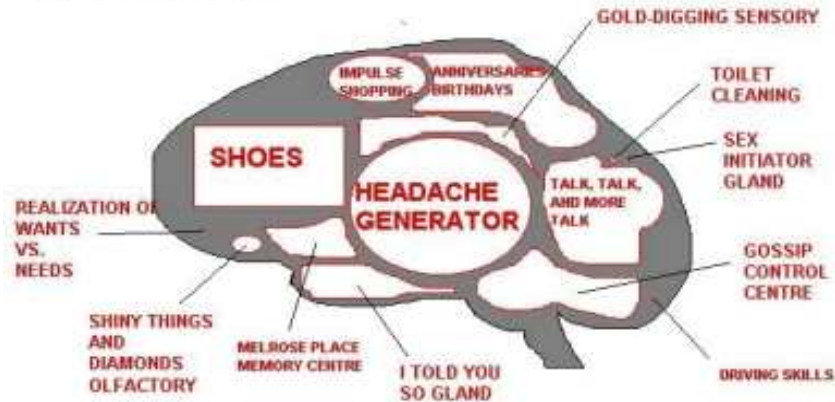
Data Ownership Testing

Challenge-Choice-Competence



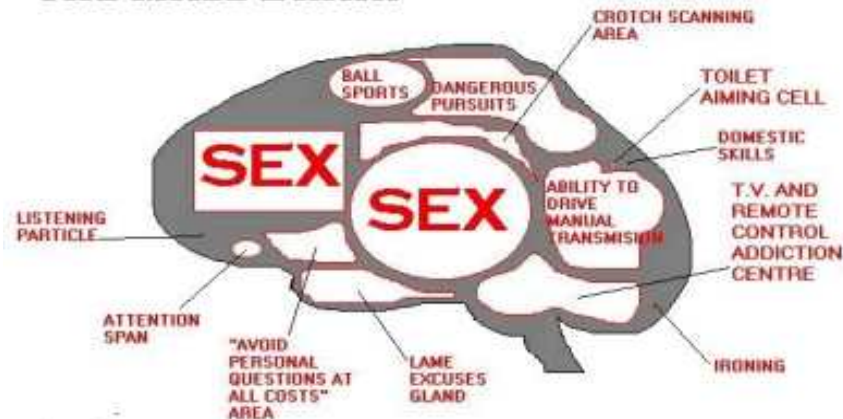
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## THE FEMALE BRAIN



FOOTNOTE: The "Put Oil into the Car" and "Be Quiet During the Game" glands are active only when the "SHINY THINGS AND DIAMONDS" OLFACTORY has been satisfied or when there is a shoe sale.

## THE MALE BRAIN

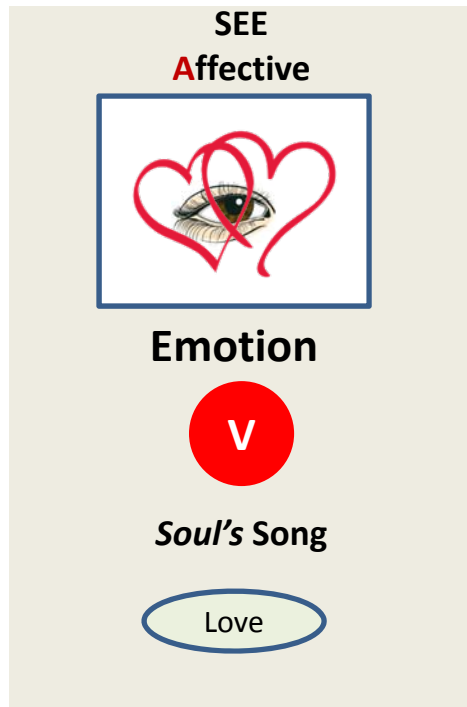


FOOTNOTE: the "Listening to children cry in the middle of the night" gland is not shown due to its small and underdeveloped nature. Best viewed under a microscope.

# Fundamental Framework for Mastering My Mindset

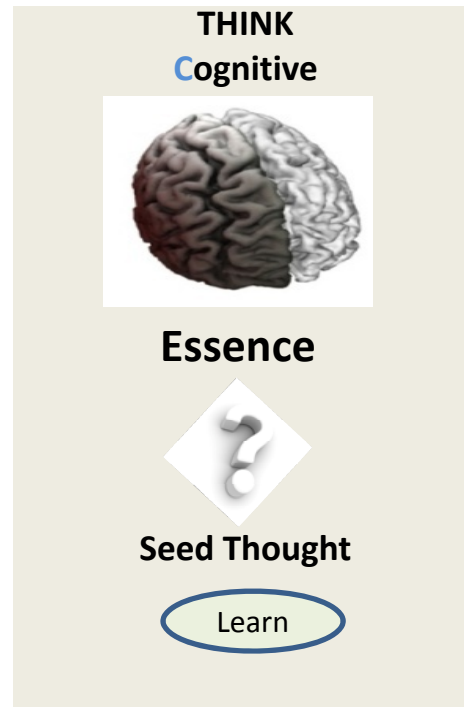
# Are You Your Best Coach?

## The ABC Framework



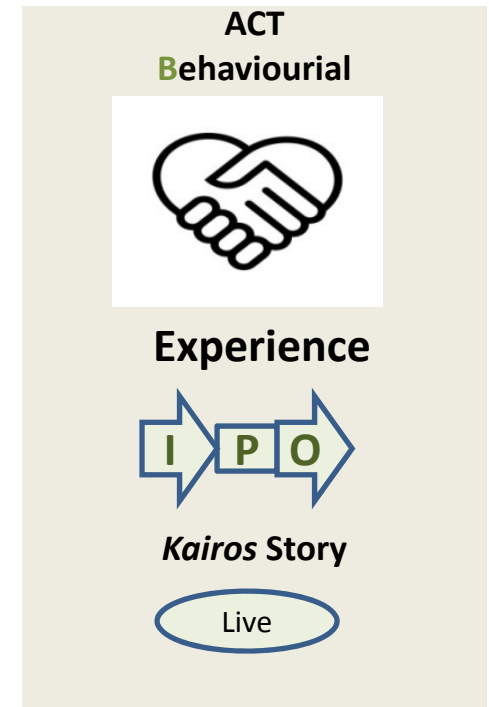
EQ

**HEART**



IQ

**HEAD**



PQ

**HANDS**

Fundamental Framework for Mastering My Mindset

# Are You Your Best Coach?

## Chemistry of Love

Significant Emotional  
Experience!

SEE

Affective



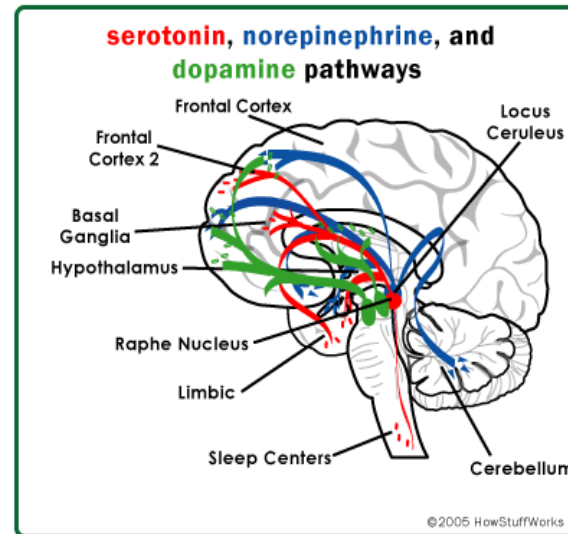
Emotion

V

Soul's Song

Love

Dopamine  
Endorphins  
Oxytocine

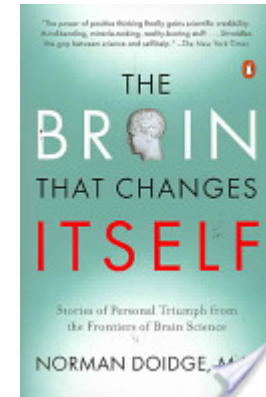
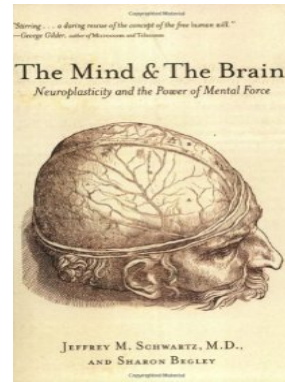
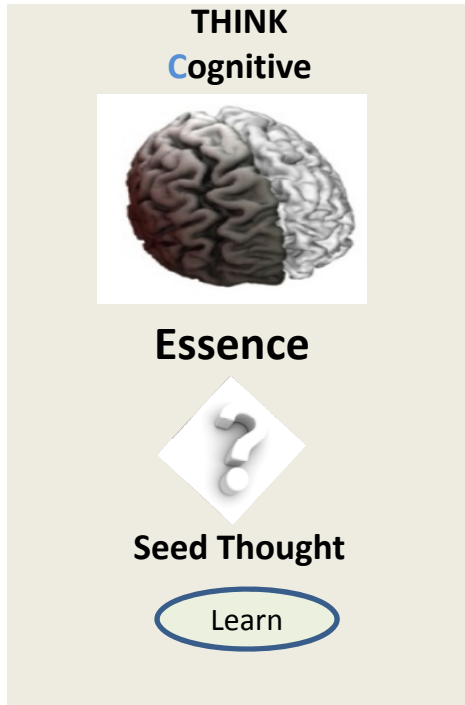


*“Different  
chemistries are  
involved in  
learning and  
unlearning.”*

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# Are You Your Best Coach?

“What is mind? No matter. What is matter? Never mind.” T. H. Key.



“A great many people think they are thinking when they are really rearranging their prejudices.” (William James)

## Fundamental Framework for Mastering My Mindset

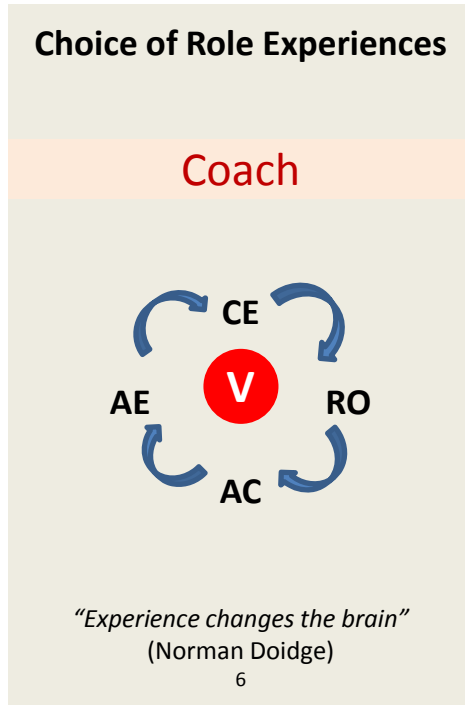


# Are You Your Best Coach?



Fundamental Framework for Mastering My Mindset

# Are You Your Best Coach?



## Work ROLE

Teacher

Trainer

Facilitator

Coach

Mentor

Counselor

Consultant

Role Model



## Social ROLE

Son

Brother

Cousin

Nephew

Uncle

Husband

Father

Grandfather

Volunteer

Fundamental Framework for Mastering My Mindset

# Are You Your Best Coach?

**Learning**



**Performance**

**Enjoyment**

A **Fundamental** Framework  
For MASTERING MY  
MINDSET



*"In a **Red-Dot** Culture, let a 100  
Orchids bloom ..."*

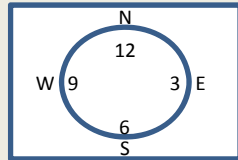
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"To guide a mind to think truly and wisely, to judge properly, reason correctly, is masterful work."

**Fundamental** Framework for Mastering My Mindset

# Are You Your Best Coach?

## **O**rientating Insight



**Discovery Discipline**

**Roles**

***Leadership Challenge***

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1 O'Clock

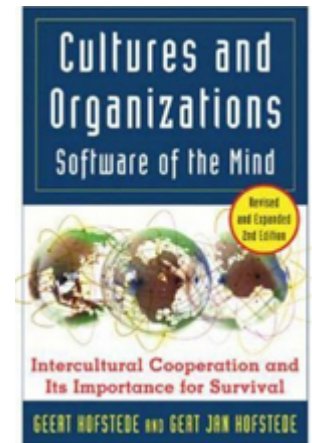
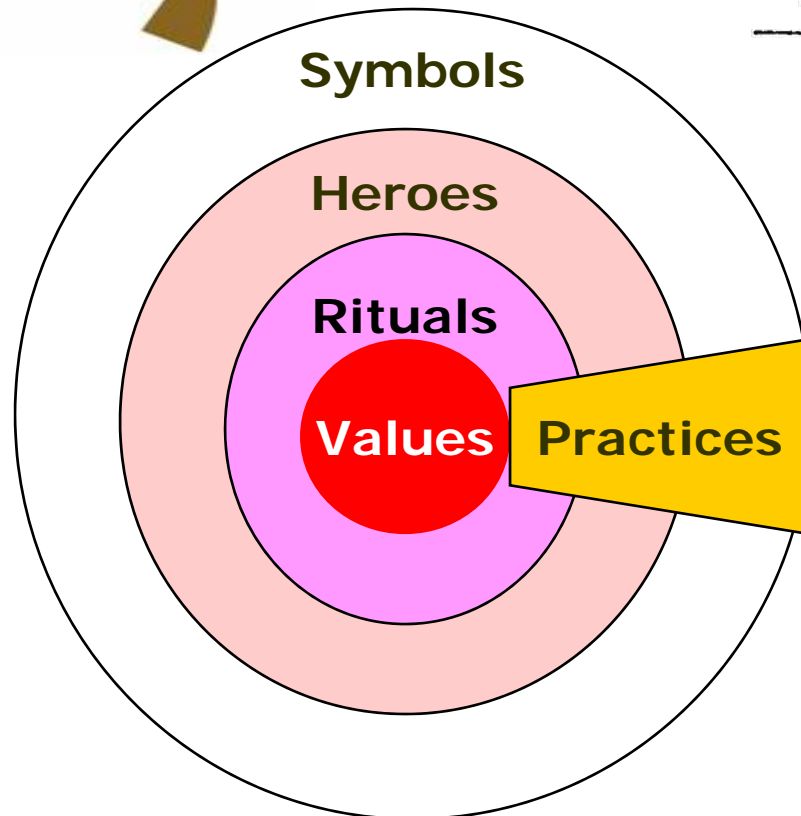
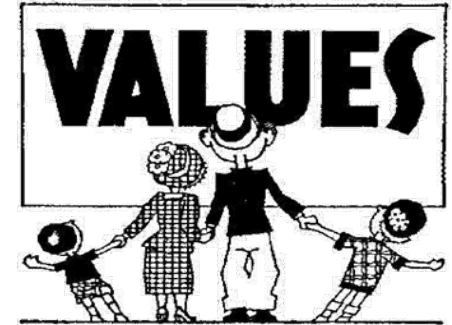
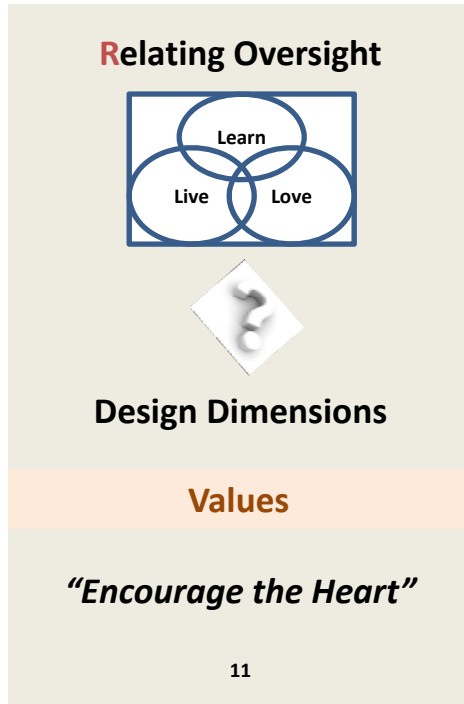
**Clock**



**Compass**

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**Committing Foresight**

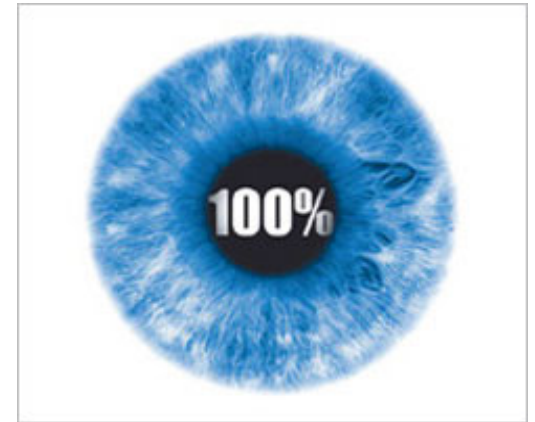


**Destiny Determination**

**Goals**

*"Inspire a Shared Vision"*

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## Harnessing Hindsight



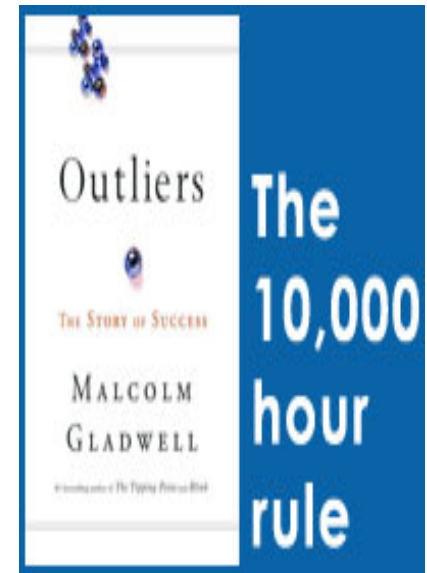
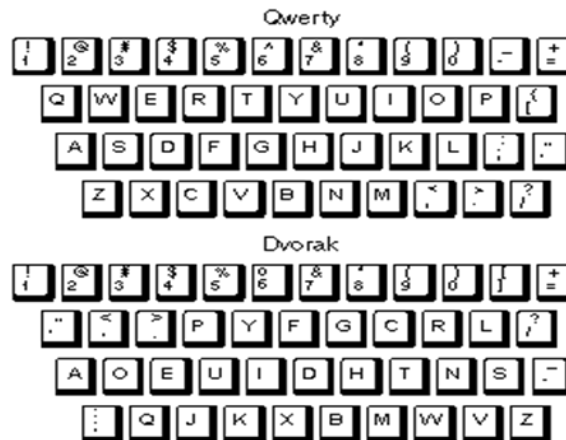
Default Data

Processes

*"Challenge the Process"*

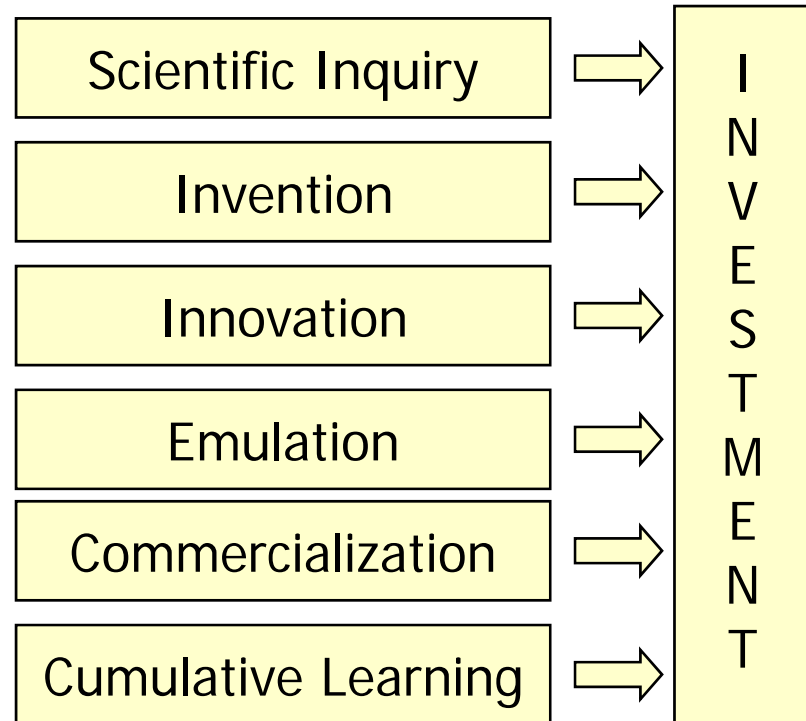
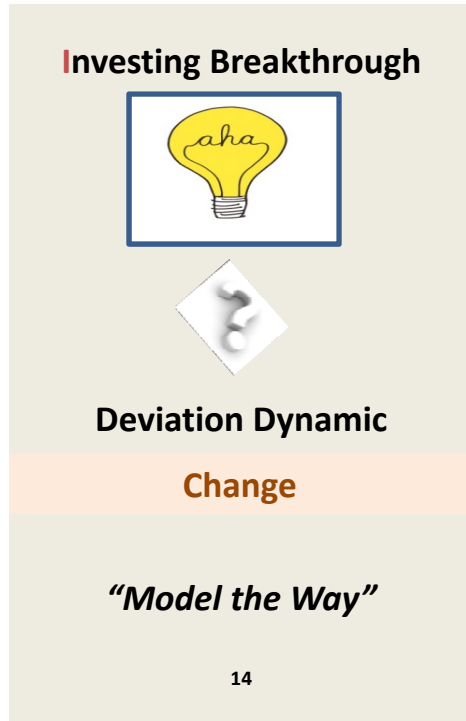
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"Old habits die hard"



## Fundamental Framework for Mastering My Mindset

# Are You Your Best Coach?





# Are You Your Best Coach?

**Dedicating Workthrough**

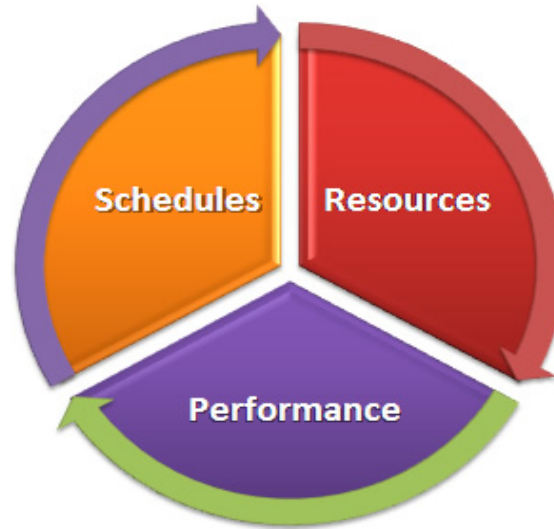


**Devotion to the Deed**

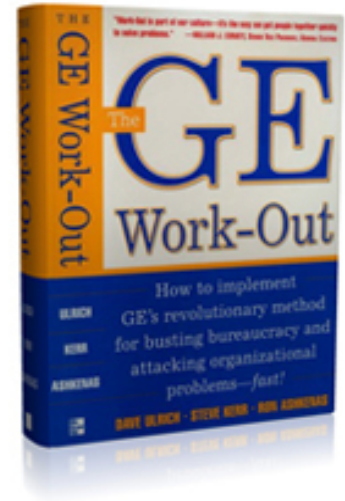
**Relationships**

*“Enable Others to Act”*

15

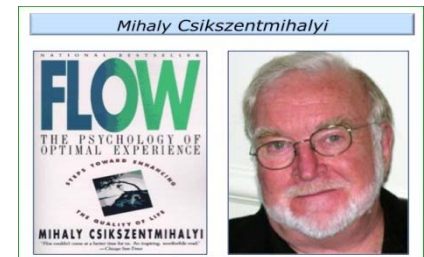
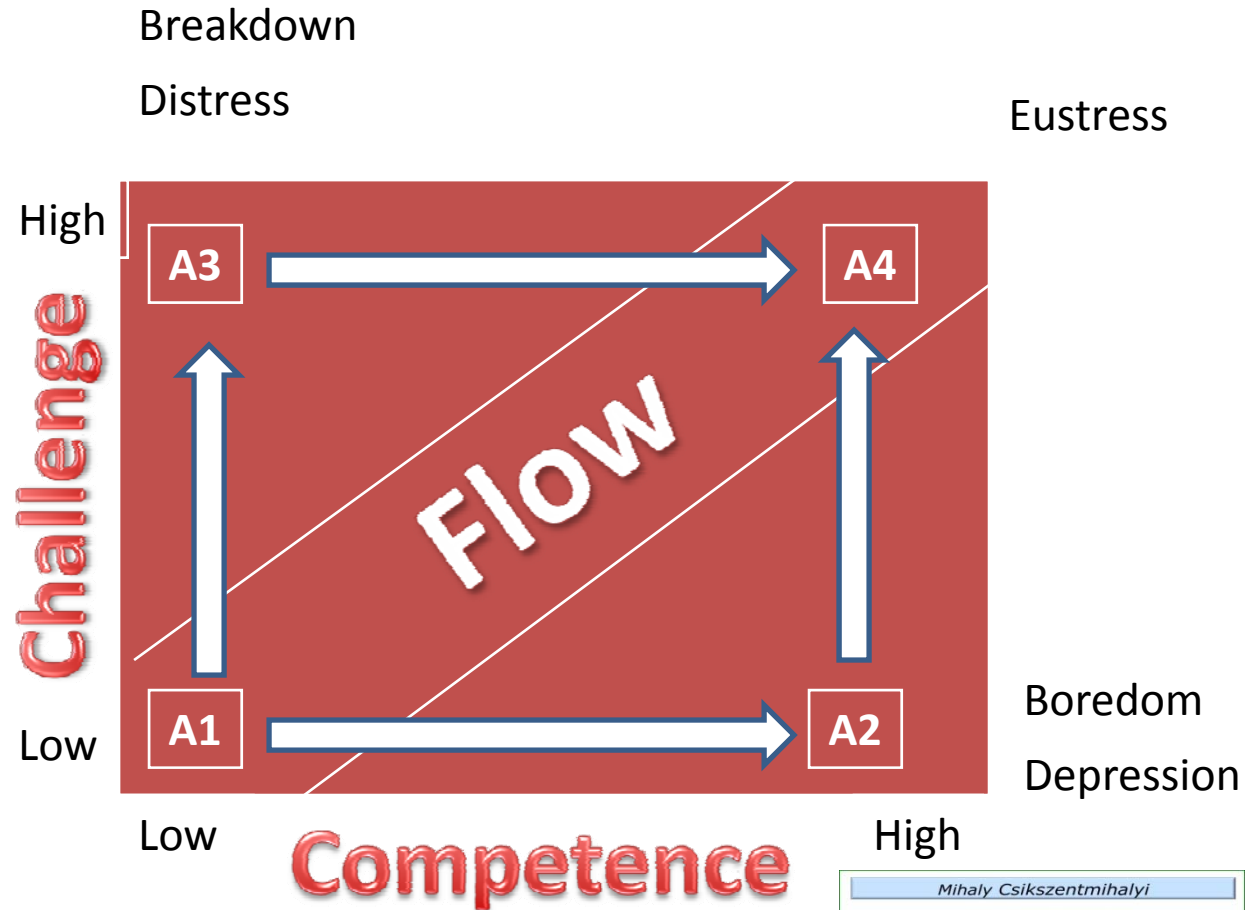
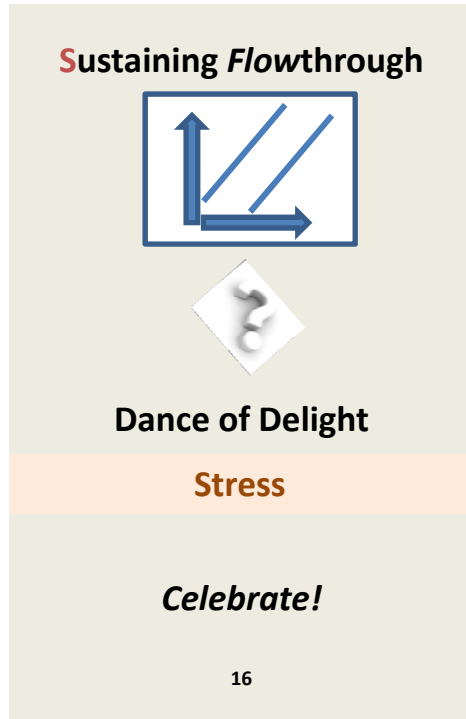


**Execution**



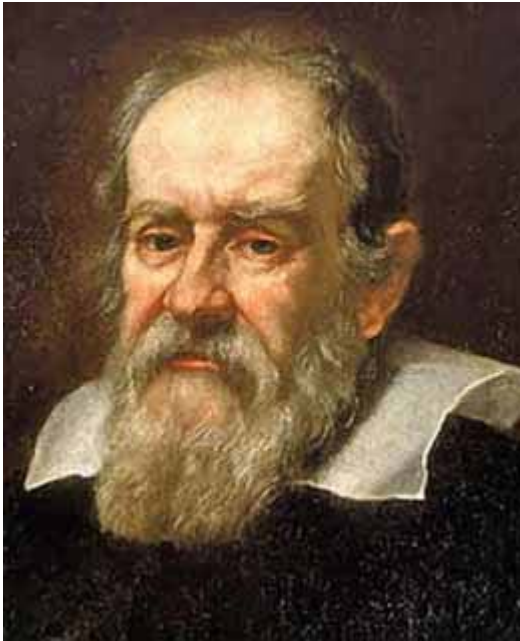
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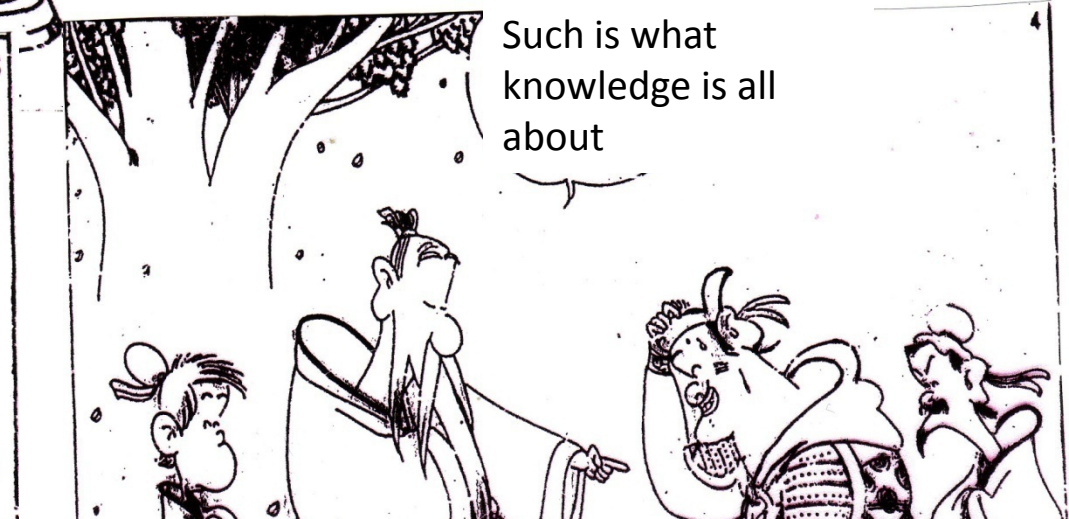
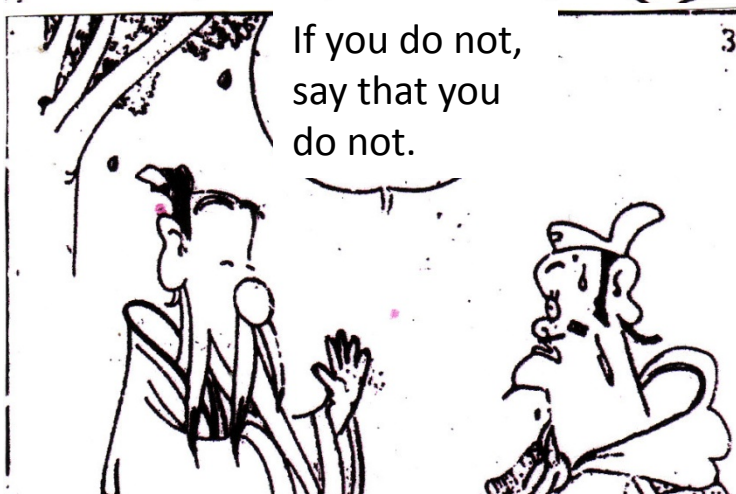
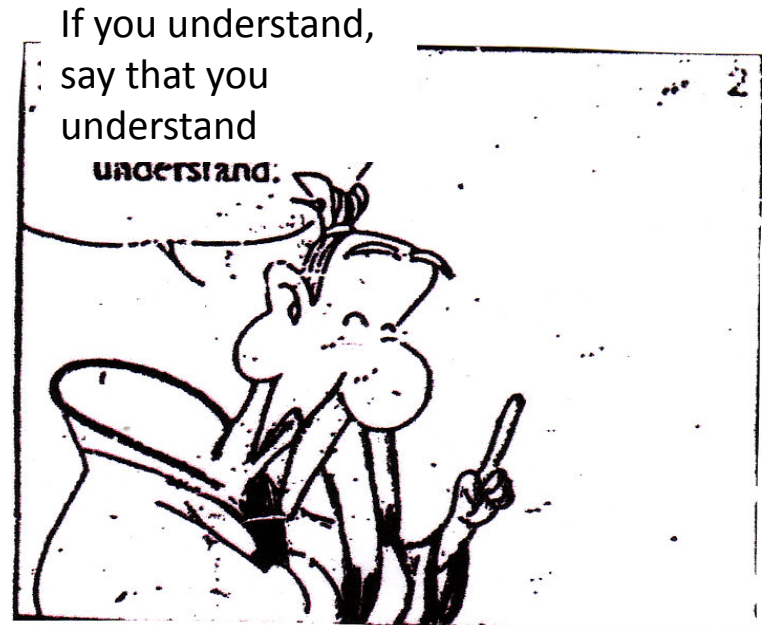
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Galileo Galilei  
(Feb 15, 1564 - Jan 8, 1642)

*“You cannot teach a man anything, you can only help him discover it within himself.”*

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**Fundamental Framework for Mastering My Mindset**

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Marvin Minsky  
Father of Artificial  
Intelligence  
**Born:** 9-Aug-1927

*"You don't really  
understand  
something, unless  
you understand it in  
more than one way"*



Are You Your Best Coach?

# Through Story

T.A.T.



M.O.T.S



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Sufi Philosopher

*"You only learn what  
you already know"*

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Confucius (551 BC - 479 BC)

*“By three methods we may learn wisdom: First, by reflection, which is noblest; Second, by imitation, which is easiest; and third by experience, which is the bitterest.”*



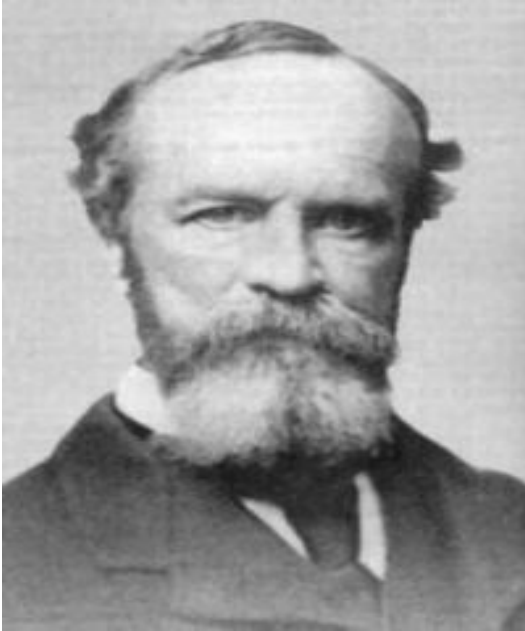
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*“Experience coupled with attention leads to physical changes in the structure and future functioning of the nervous system. This leaves us with a clear physiological fact ... moment by moment we choose and sculpt how our ever-changing minds will work, we choose who we will be the next moment in a very real sense, and these choices are left embossed in physical form on our material selves”*

**Fundamental Framework for Mastering My Mindset**

# Are You Your Best Coach?



William James  
(January 11, 1842, New  
York – August 26, 1910)

*“Nature in her unfathomable designs has mixed us of clay and flame, of brain and mind, that the two things hang indubitably together and determine each other’s being, but how or why, no mortal may ever know”*

## Are You Your Best Coach?

( A session led by Adrian Teo, Consulting Principal, Adrian Teo Human Resources Consultants, on 17<sup>th</sup> November 2011, 1100am to 1215pm at Marina Bay Sands, Singapore, as part of the ASTD-STADA ASAP Inaugural Conference)

How do you coach yourself? You use your “inner coach” - your brain. A fundamental framework for mastery was presented using the *look, see, think, act* process. Participants use the framework to gain an understanding and recognize the distinction between awareness, knowledge and wisdom. A *Tip-Pad* was handed out in the form of an A4 size paper folded into 8 segments making 16 pages front and back. The *theory to practice* pad is intended to be integrative, iterative, illustrative and investigative – a handy, low-tech, tool that enables the facilitator to pull together a variety of concepts into a practical whole. It is handy particular in outdoor experiential learning situations that attempt to integrate book theories. It is also a useful framework to capture insights from the tens of workshops that an individual typically attends at a conference such as ASAP.

The *See, Think, Act* model conveniently combines the affective, cognitive, and the behavioural – the heart, head and hands model that is particularly useful in self-leadership development. Stories and quotations were used to illustrate the model with participants enabling them to reflect on *kairos* (defining) moments of their life. The intent is to generate self discoveries (“ahas”) and insights.

The heart is the seat of emotion, the strongest being **love**. The head reveals the essence of thought that is hard-wired in the brain which determines how we **learn**. The hands provide the experience that adds to the programming of the brain that then help us to **live** our life.

It is the head that needs work – that’s where most learning starts. The session was told to explore *neuroplasticity* and recommended two texts for participants to read – Jeffrey Schwartz’s *The Mind and the Brain* and Norman Doidge’s *The Brain that Changes Itself*.

At the core of our being are our deeply-held values. We choose from a wide variety of role experiences in our life. Such role experiences – largely governed by our culture - shape our core values. It is not easy to determine the culture of a young nation like Singapore. Using the *Red-Dot* symbolism, the session infers that the Singapore culture results in the push to make a **choice** (heart) to develop the **competence** (hands) to meet any current and future **challenge** (head).

Within such a culture, an **ORCHIDS\*** framework was developed and utilised by the speaker for over two decades. The session did not have the time to get into details of the framework but a cursory reading of the flip side of the Tip-Pad would enable participants to see how the framework could be used, for example, to integrate the Kouzes & Posner *Leadership Challenge* model

\***O**rientating Insight; **R**elating Oversight; **C**ommitting Foresight; **H**arnessing Hindsight;  
**I**nvesting Breakthrough; **D**edicating Workthrough; and **S**ustaining Flowthrough.