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## **COGNITIVE COACHING FOUNDATION SEMINAR®**

### **PART 1 OUTCOMES (Days 1–4)**

- Understanding of the essence of Cognitive Coaching<sup>SM</sup>
- Increased consciousness and craftsmanship in applying interpersonal communication skills to develop trust and rapport
- Understanding of the power of a structured professional conversation
- Understanding of Cognitive Coaching<sup>SM</sup> as one of four support functions
  
- Internalized Planning Conversation Map
- Expanded and refined skills and repertoire of response behaviors (pausing, paraphrasing, probing)
- Understanding of four capabilities for refining coaching skills
  
- Understanding of the Reflecting Conversation Map
- Increased automaticity with the essential coaching pattern of pausing, paraphrasing, and probing or inquiring
- Increased consciousness and skills in asking mediational questions
  
- Internalized Reflecting Conversation Map
- Awareness of how to navigate support functions
- Understanding of the role of data in mediating thinking

### **PART 2 OUTCOMES (Days 5–8)**

- Integration of the maps and tools from Part 1
- Understanding of own and others' style preferences
  
- Detection and mediation of cognitive shift
- Refined mediation skills and coaching capabilities
- Extended coaching skills to mediate self-directed learning in others when they are struggling with a problem
  
- Fluency with the tool cluster of pacing
- Enhanced personal acuity, ways of attending, listening, and responding
- Refined coaching skills in crafting mediational questions
  
- Internalized Problem-Resolving Map
- Fluency with the tool cluster of leading
- Integrated maps and tools of Cognitive Coaching<sup>SM</sup>

## **DIMENSIONS OF HOLONOMY: FIVE STATES OF MIND**

What cognitive and affective perspectives must exist to hold, embrace and learn from the dichotomies of holonomy? We propose that five major States of Mind exist that are wellsprings of holonomous behavior: efficacy, flexibility, craftsmanship, consciousness, and interdependence.

**Efficacy:** People who are efficacious have an internal locus of control. They engage in cause-and-effect thinking, pose problems, and search for problems to solve. They are optimistic, self-actualizing, and self-modifying. They are able to operationalize concepts and translate them into deliberate actions.

**Flexibility:** People who enjoy the State of Mind of flexibility are empathic. They are able to see through the perspectives of others and are open and tolerant of ambiguity. They create and seek novel approaches and envision a range of alternative consequences. They have the capacity to change their minds as they receive additional data, and they engage in multiple and simultaneous outcomes and activities.

**Craftsmanship:** Holonomous people strive for precision. They seek perfection and elegance, and strive for refinement and specificity in communications. They generate and hold clear visions and goals and they strive for exactness of critical thought processes.

**Consciousness:** People who enjoy a state of consciousness are people who monitor their own values, thoughts, behaviors, and goals. They have well-defined value systems that they can articulate. They generate, hold, and apply internal criteria for decisions they make. They practice mental rehearsal and the editing of mental pictures in the process of seeking improved strategies.

**Interdependence:** Holonomous people have a sense of interdependence. They are altruistic and seek collegiality. They give themselves to group goals and needs. They contribute to a common good and have a sense of patriotism and volunteerism. They know that all of us are more efficient than any one of us. They value a sense of consensus and are able to hold their own values and actions in abeyance in order to contribute to the achievement of group goals.