

Developmental Coaching – Support and Tools, by Lowellann Fuglsang (2005)

Stage 2	Stage 3	Stage 4	Stage 5
Coaching Support	Coaching Support	Coaching Support	Coaching Support
See other's perspective, hold more than one view	Explore roles & their meaning	Discovery of own voids	Life long learning definition
Develop empathy	Self definition – what is uniquely you – Theory of Self	Self-disclosure	Defining personal & universal contribution
See others' needs	Finding shared vision	Exploration of humility	Defining personal & communal growth
Define respect	Discover Norms & Principles – Theory of Integrity	Learning from other's perception of me	Defining universal goals
Be less competitive	Defining Success	Systems thinking	Paths of exploration with others
Team Development	Defining Safety	Business Sustainability - triple bottom line – social, economic, environmental	Personal connections
Discover others' expectations	Explore expectations of others	Objectivity meaning – walk in their moccasins	Awareness of languaging
Less focus on "my career"	Explore "Status" vs. Long Range "Life Goals"	Exploration of alternatives & options	Finding kindred spirits
Learn about human nature		Spiritual exploration	Getting direct & honest feedback
Other personality styles		Exploring things systemically (How everything is a part of everything)	Trusting the flow of things
Coaching Tools	Coaching Tools	Coaching Tools	Coaching Tools
Need Less Program (a program for identifying one's needs and looking after them so that one can move on)	Self Help books	Mind Mapping	
Diversity Training	Enneagram	360° Feedback	Shared Vision Formation – one that other's find compelling
Cultural Awareness	Managing /Leadership Skills	Life Design	Facilitating Dialogue
Colors	Independent Decision Making	Journaling	
Parker Team Survey	My Standards & Values Exercises	Risk Taking	
	Setting Boundaries Exercises	Left Brain/Right Brain development	
		Creativity Exercises	
		Intuition Development	
Individual Coaching	Group Coaching	Individual Coaching	Individual or Group Coaching