

Neuroscience and Coaching...

Impact of Coaching on Individual's Three Brains



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What – We Have Three Brains?



Cephalic or Central Nervous System



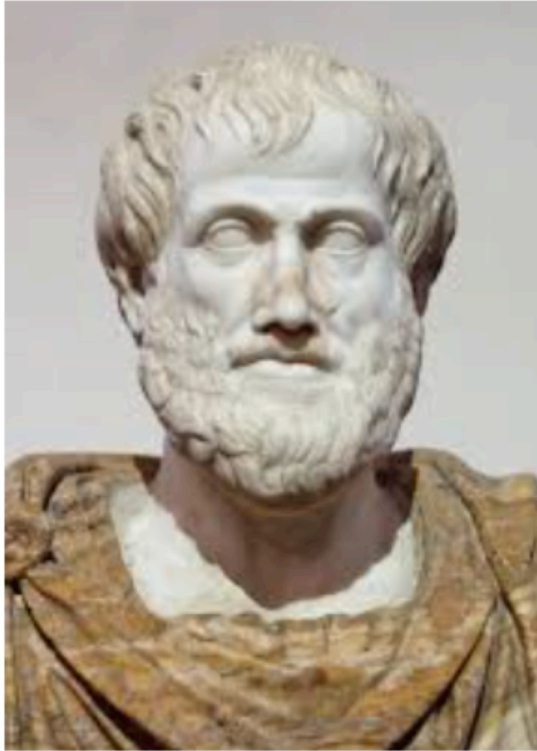
Cardiac Nervous System



Enteric Nervous System

... Head – Heart – Gut

Ancient Philosophers Knew ...



Tao practice

Aristotle

Others....

The Wizard of Oz ...



Scarecrow



Tin Woodsman



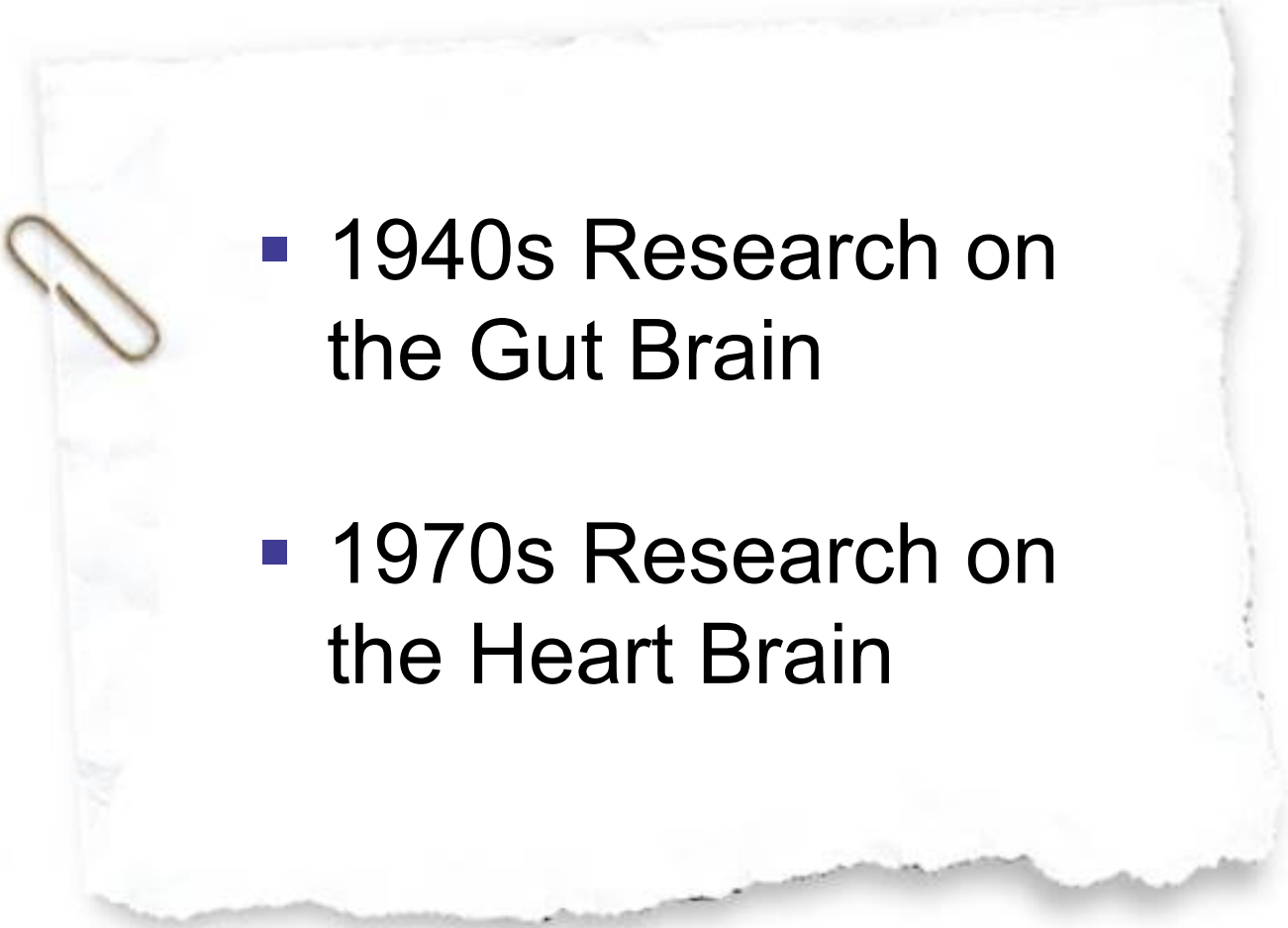
Cowardly Lion

Reliance On The Head Brain...

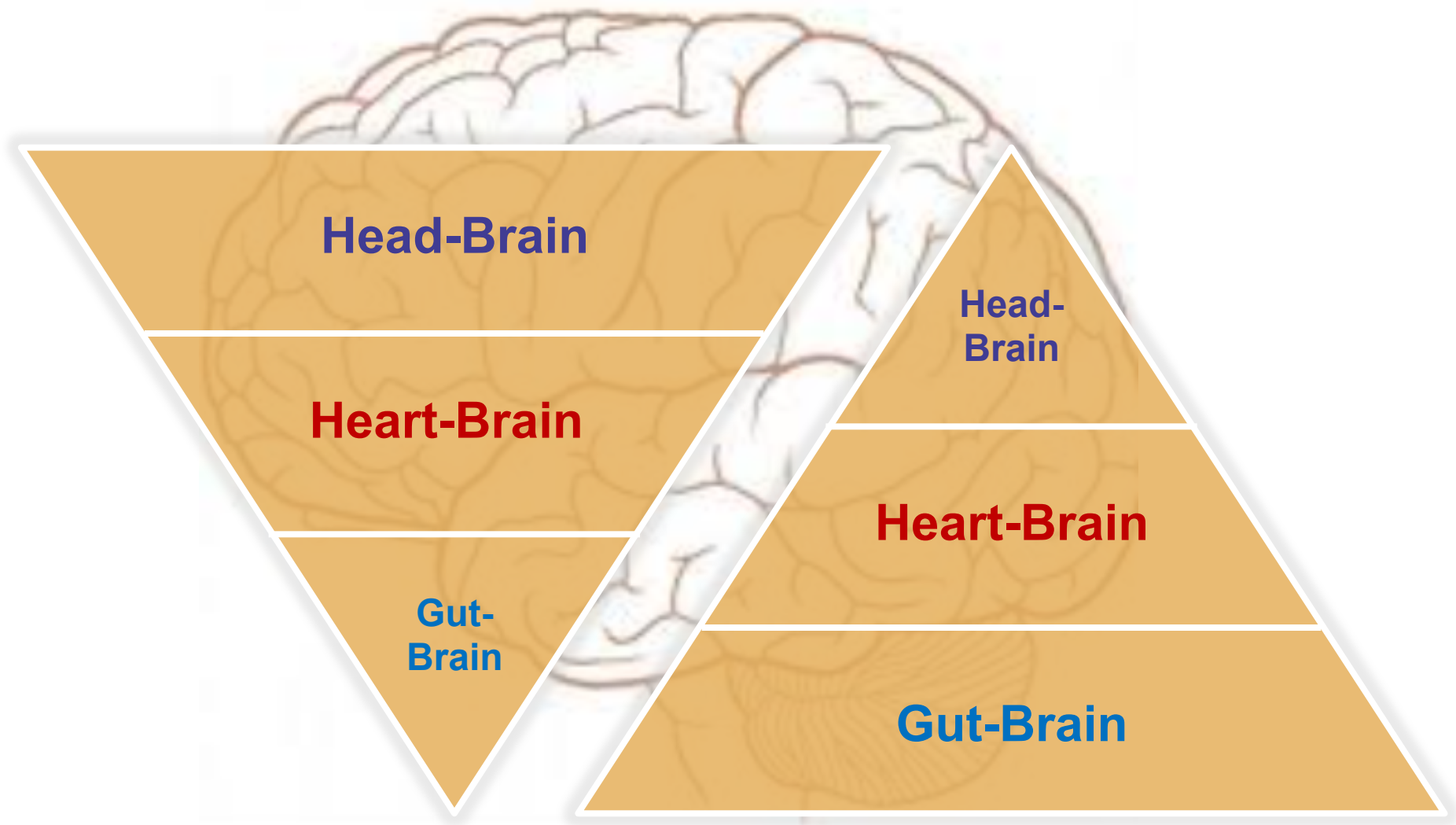
- Western Culture Since Enlightenment
- Educational Systems Reinforce This
- Energy Usage by Head Brain



Science Has Caught Up With Our Beliefs

- 
- 1940s Research on the Gut Brain
 - 1970s Research on the Heart Brain

Relationship of Our Brains



Taylor, M. C. (2012). "Accessing the Wisdom of Your Body: Balancing the Three Brains."

Core Competencies – Each Brain

Gut



Core Identity

Heart



Processing Emotions

Head



Making Meaning

So What?

Brain alignment

Flow state

Holistic approach

Exercise

Brain Overdrive

Gut

- Reactive
- Impulsive
- Action oriented
- Useful in emergency



Brain Overdrive

Heart

- Concerned with
 - Self-image
 - Impact on others
 - Lives of others
- Waiting, hoping, and dreaming



Brain Overdrive

Head

- Plan and prepare
- What could go wrong
- Too much visioning
- Try to do it all
- Cold, impersonal, and calculating



Do You Have a Brain Over Reliance?

The “Complete” Individual

Three brains working together

- Own point of view
- Understand own values
- Courage of convictions



Head Self-Leadership

- Rethinking the way things are done
- Reframing boundaries when necessary
- Understanding complexities of a global world
- Thinking strategically without losing sight of short-term goals
- Looking for ideas inside and outside a company, wherever they can be found
- Developing a point of view⁵



Heart Self-Leadership

- Balancing people and business needs
- Creating trust
- Developing true compassion in diverse workplace
- Creating environments where people can be truly committed
- Knowing what's important
- Understanding and overcoming potential derailers⁵



Gut Self-Leadership

- Taking risks with incomplete data
- Balancing risk and reward
- Acting with unyielding integrity in spite of the difficulty
- Tenaciously pursuing what's required for success
- Persevering in the face of adversity
- Not being afraid to make tough decisions⁵

Coaching the Three Brain Individual

Head

- Learning new skills

- Coordinating activities, plans and projects

- Creating strategy

Heart

- Developing and sustaining one-on-one relationships

- Coaching + nurturing self and others
- Aligning energy and environment

- Managing complexity
Dealing with challenges
- Handling ambiguity

Guts

- Giving tough feedback
- Dealing with others who have different values and beliefs

- Managing conflict
- Allocating time, resources, and energy
- Taking risk to speak up

- Making the tough calls (ending relationships, putting self first, etc.)

Coaching Demonstration

Observation

- Note which brain(s) coach was using and which brain(s) client was responding from.

- Which brain did coach prefer? client prefer?

- Other observations?

Three Brain Coaching

Step 1

Understand who I am

Step 2

Determine own point of view

Step 3

Have courage to do the right thing

**Developmental goal:
To integrate right mix of behaviors**

Remember...

Alignment of our three brains creates a flow state...

And complete coaching occurs when coach and individual use all three brains or at least consider input from each.



**How do you
determine client
readiness?**

Client Readiness - Three Brain Coaching

Head

High achievement
motivation
Financially able
Committed;
accountable

Heart

Self-aware
Complexity; ambiguity
Handle derailers
Collaborative partner

Gut

Speak up
Be truthful
Accept direct
feedback

Am I the right coach for this client?

THANK YOU

You can connect with me at:
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