The practice of coaching requires the ability to understand the whole person and the personality dynamics of each client; yet training in coaching does not generally provide in-depth education in assessing and working with different personality types.

In this intensive program, we will discuss the coaching presence needed to coach executives. We will explore the different temperaments, characteristics and personalities of individual executives. In exploring the hierarchy of defenses one uses as an executive, we will discuss the best approach a coach can use to support their client.

The participants will be introduced to an assessment tool to better understand and manage themselves during the coaching engagement. This tool can be also be used with your clients.

The program will focus on understanding and working with the characteristics and manifestations of narcissism, perfectionism and control, anger and conflict management, burnout and issues of self-esteem.

Participants will explore how to coach each differently and how to know when a referral to another practitioner is needed. Emphasis is on the cases from participants’ practices in relation to personality dynamics and theory. Therefore, pre-work is needed to prepare for this workshop.