

Brain Science Behind Coaching Summary

The coaching leadership style draws upon neuroscience to support others in reaching their potential.

Leadership Style	Characteristics	Underlying Brain Science	Impact on Others
Traditional Leadership Style	One-way directives on what another did wrong (also known as feedback)	Invokes fight or flight response	Shows up as defensiveness, anger, or shutting down the conversation
Coaching Leadership Style	Listen to Understand Ask Questions from Curiosity, not Judgement	Enables a person to observe themselves, pause before action, soothe fear, stay centered in the middle of challenging situations, and gut wisdom	Deepen their self-awareness which leads to taking personal responsibility for action and change
	Belief in the Growth Mindset	Brain elasticity enables learning throughout our entire lives	Greater confidence in their ability to continually learn and be successful
	Practice Makes Perfect	Adults need to practice through trial and error to master skills	Mistakes and failures are a normal part of the learning process, and result in a stronger expertise