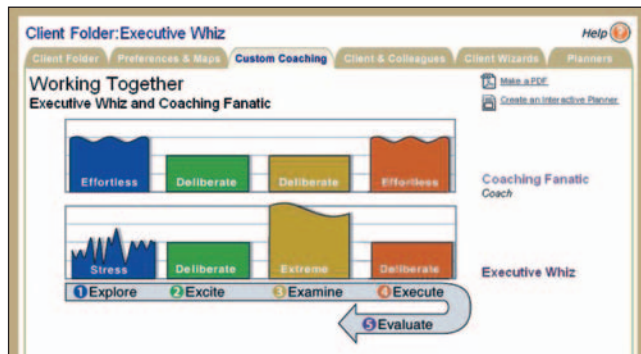


5 Dynamics — Coaching 1 to 1

5 Dynamics has created an easy and effective web-based application specifically for coaches. It is part assessment and part work horse for designing relationships, optimizing teams and managing projects. It's not an easy application to describe briefly as there is such a rich array of reports, graphs, wizards, and interactive planners available.

It starts with an online assessment. Unlike many assessments that measure personality, 5 Dynamics measures process (preferred style of working/learning/relating) and energy (the affect or drive you experience when you are fully engaged in something). The dynamics are: Explore, Excite, Examine, Execute and Evaluate.

The most intriguing feature to me is the ability to generate dyad reports. For example, you can get a dyad report comparing the coach and the client's process and energy. This is a great way to assess whether a client is a good fit. The report tells you, as coach, what to expect and how to maximize the coaching relationship. You can also use the dyad report in conjunction with the *Ideal Me Wizard* or a *Project Planning Wizard*. The *Ideal Me Wizard* compares a baseline assessment of your client with an ideal self-assessment. What a great planning tool.



Dyad reports are an amazing tool for any type of relationship: team members, business partners, even couples. For teams it generates a map/graph of where each team member is on each dynamic. You get an instant view of what dynamics are present, which dynamics are needed and where challenges might arise. It's perfect for creating a highly optimized team.

I found 5 Dynamics easy and quick. The reports were thorough and the results were surprisingly accurate for me and a handful of colleagues. Although the assessment is short it has been vigorously tested for validity and reliability and several white papers are available on their web site. This product has huge potential to impact the quality of your coaching and provide an additional stream of income.



Web-based Art Guidance Cards Tool

I've used visual imagery to coach my in-person clients but until now didn't have a way to offer it over the phone. Now there is a way! Karin Bauer has created a web-based visual coaching application called the *Art Guidance Cards Tool*. It allows you and your client to view and work with the same image at the same time via the Internet.

There are 32 images to choose from, all original paintings by Karin. The paintings are abstract and richly layered enough to allow for a broad range of responses. As the session progresses, the image is rotated several times, eliciting new perspectives. It's not about interpreting images; it's about following your client's lead as the imagery calls forth associations and connections.

The process works well with anyone and can be especially beneficial for clients that are creative, spiritual, have Attention Deficit Disorder (ADD) or are Highly Sensitive Persons (HSP). She recommends a full hour for the process. The *Art Guidance Cards Tool* will give you an edge. It is a unique and powerful way to have an impact and stand out from the crowd.

By Marcy Nelson-Garrison, MA, CPCC

From Chaos to Genius Fast Track Fundamentals

If clutter and an overflowing inbox are stifling your business or personal development, Robert Steinbach can help. No, he won't come and do it for you but in his new CD *From Chaos to Genius*, he shares ways to make getting organized a lot easier.

Robert is passionate about workflow ease and productivity and has lots of compassion and understanding for those not born with the gene for efficient organizing. If he can help you capture another hour or more each day, he is thrilled because he knows that the result is a higher quality of work and greater fulfillment.

Out of the many tips and techniques, three stand out for me: 'collection points,' single-tasking (as opposed to multi-tasking) and a filing system for managing email.

'Collection points' are all those places that generate incoming information — phone, email, snail mail, etc. An initial goal is to reduce the number of collection points you have. The less time spent checking for messages the better. Once that is paired down you learn how to manage all that information. The recommended filing system alone is worth the price of the CD. *From Chaos to Genius* is professionally recorded and a worthy addition to your tool box.

Seasons of Change

There are life events, both positive and negative, that can catapult us into new learning, challenge us to see things differently and alter our lives in surprising ways. For someone going

through a major transition, this journal is the perfect guide and a wonderful companion to coaching.

The journal is organized around the four seasons: Autumn (season of loss), Winter

(season of quiet), Spring (season of discovery) and Summer (season of growth). There is a beautiful quote from Anna Halprin offered early in the journal. It begins, "I don't judge things in nature... it's just the natural cycle, the way things are." This reflects the gentle permission offered throughout the book as you are invited to explore themes of acceptance, growing through uncertainty, choosing new directions, embracing a natural rhythm and celebrating new life.

This journal, by Carol J. Bishop and Julie J. Larsen, is beautifully designed, well written and a thoughtful gift to anyone in transition.



Links to products reviewed in this column are available at www.coachingtoys.com

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