

## See This in Action

To help really bring this work to life and hopefully help you translate it into your own suck situation, here's an analysis of the group coaching session we did yesterday during the Really Good Work Advice meetup.

### **Situation #1: "Tell Me About Yourself"**

I gave my client scripts and frameworks for interview answers, but her delivery remained weak. The client kept minimizing her Amazon experience ("it was just a small team").



**Key insight:** When someone can't "own their accomplishments," there's usually a deeper emotional block. Technical advice bounces off emotional resistance.

### **The Pivot: Finding Flow State First**

Instead of pushing harder on interview techniques, I asked about the client's original career dreams: international journalism and travel.



**What to look for:** When you're stuck on a practical task, trace back to what originally excited you about this area. Your flow state holds clues to your authentic motivation.

### **Core Fear / Need**

**Client:** "I loved learning from other people, understanding how people live." **Claire:** "Why is that important to you?" **Client:** (laughing) "Why wouldn't it be important for people to learn from each other?" **Claire:** "A lot of people don't care about that. Why do YOU?"

💡 **Critical moment:** The client's laughter signals she's hitting something obvious to her but worth investigating.

**Client's progression:**

- "It's important to feel welcome"
- "So you can be yourself, bring your whole self to work"
- "So you don't put on a mask"

💡 **The breakthrough:** "As a child of immigrants, I felt very left out, very othered."

## What This Teaches Us About Self-Dialogue:

1. **Follow the laughter/dismissal:** When you say "that's obvious" or laugh off a question, dig deeper.
2. **Ask "Why does this matter to ME specifically?"** Not why it matters in general, but why it matters to YOU.
3. **Keep asking until you hit something personal:** The real answer is usually connected to your lived experience.
4. **Body signals matter:** I noted she gets chills when hitting important insights.

## The Reframe That Created Motivation

Instead of selling accomplishments, the client's new "tell me about yourself" became: "My core strength is making people feel welcomed. As a child of immigrants, I know what it's like to feel othered, and I've seen how excluding voices damages organizations."

💡 **Why this worked:** It connected her resistance (not wanting to brag) to her core need (helping others feel welcomed) and gave her an authentic story she could own.

## **Situation #2: Job Application Resistance After Toxic Workplace**

"N" is struggling to apply for jobs after a toxic workplace experience. My immediate insight was: "I don't think you trust yourself that you'll pick another job that's not gonna mess you over again."

💡 **Key technique:** I didn't start with practical advice (red flags, green flags). I went straight to the emotional core: self-trust.

### **Core Fear / Need**

I asked: "What does having a job represent to you right now? On a nervous system level, it represents panic, anxiety."

💡 **What to look for:** When you're avoiding something, ask what that thing represents to your nervous system, not just your logical mind.

I told her, "You need to build practices that address your core need consistently, so you trust yourself to handle whatever happens in the next workplace."



**Self-dialogue application:** Instead of "How do I avoid bad situations?" ask "How do I build enough self-trust to handle whatever comes up?"

### **Situation #3: The People-Pleasing Deep Dive**

Participant: "I realized I'm too much of a people pleaser."

#### **Core Fear / Need**

"What is people pleasing protecting you from and why does that matter?"

#### **Example progression:**

- "It's protecting me from being rejected"
- "Why does rejection matter?"
- "Rejection makes me feel unworthy"
- "How do you define worthiness?"
- "How do you know when you feel worthy?"



The crucial shift: "Instead of trying to stop people pleasing (which is hard), focus on integrating more feelings of worthiness into your life."



**Key insight:** Don't fight the protective behavior; address the underlying need it's trying to meet.

### **Situation #4: The Book Writing Resistance**

"E" Wants to write a book but keeps resisting despite loving the topic.

## Core Fear / Need

- "Why is writing this book important to you?"
- "What does that represent?"
- "Why does that matter?"

## The Participant's Discovery

"I have unique insights to share" → "I want to help people see themselves differently" → "I want to feel less alone"

## The Environmental Mismatch

I pointed out: "Writing a book is fucking lonely. So the process doesn't fill your core need (connection). That's why you're resisting it."

## The Reframe

💡 Instead of "Should I write this book or not?" the question becomes "How can I share these insights in a way that creates connection rather than isolation?"

**Solution:** Podcast, live discussions, community building around the content.

## Situation #5: The Self-Trust Paradox

**The Setup:** C has done my work before and has seen real changes in her life. She understands the concepts intellectually and has built some self-trust, but still struggles with follow-through.

**C's insight:** "I want to spend time sitting with this stuff. I wish for my future self tomorrow that I'm going to make the space to do that. I don't totally trust that I will, but I still want to have that optimism."

## My Live Coaching Moment


**Me:** "What do you think is the fear in the way of making the time?"

**C's pattern:** "I'll feel panicked. Claire, you have other things you need to do on your list that are job-related. Is this making you money quickly? No, your family is hungry. I have to feed my family."

## The Deeper Discovery


I walked her through the downward arrow technique in real-time:

- What does that mean to me?
- What does that represent?
- Why does that matter?
- How do I define that?

 **Key insight:** Even someone who's done this work extensively still needs to connect self-reflection to their core need in the moment of resistance.


## The In-the-Moment Solution

I suggested asking: "How does doing self-reflection for 20 minutes help me feel more [worthy/productive/whatever the core need is]?"

 **Why this matters:** It's not enough to know your core need intellectually. You have to actively connect each "dreaded task" to how it serves that need.


## C's Environmental Solution

She already figured out she needs accountability: "I set up time with a friend to do co-working in the mornings. I found someone who is looking for that as well."

 **What this teaches us:** Flow state isn't just about the activity—it's about the conditions. For C, the condition is "body doubling" (working alongside someone else).

## The Meta-Learning

**C:** "I understand what self-trust is now... I've started to build trust with my parts. I have enough self-trust that I can remember what that feels like when I feel that click."

 **This shows the progression:** From not understanding the vocabulary → building some self-trust → recognizing the feeling → wanting more of it → still needing tools for the moment-to-moment negotiations with resistance.

## What This Teaches Us About Advanced Self-Dialogue:

1. **Even experienced practitioners need in-the-moment tools:** Knowing your patterns doesn't automatically make them disappear.
2. **Connect each task to your core need explicitly:** Don't assume your brain will make the connection automatically.
3. **Environmental design is ongoing:** C discovered she needs a person present to do deep work effectively.
4. **Progress isn't linear, and that's normal:** Having self-trust doesn't mean never struggling—it means having tools to work with the struggle.

This is actually one of the most valuable examples because it shows what sustainable change looks like—not the absence of resistance, but a more skillful relationship with it.

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## What to Look For in Your Own Self-Dialogue

### Emotional Signals

- **Laughter when answering:** Usually means you're hitting something important
- **"That's obvious":** Worth investigating further
- **Body reactions:** Chills, tightness, energy shifts
- **Strong resistance to a question:** Often indicates you're close to something significant

### Language Patterns

- **"I should..."** → Ask "According to whom?"
- **"I can't..."** → Ask "What would happen if I could?"
- **"It's important because..."** → Keep asking "Why?" until you hit something personal

## Process Patterns

- **When practical advice isn't working:** Look for emotional blocks
- **When you keep avoiding something:** Ask what it represents to your nervous system
- **When you can't "just do it":** Find out what core need isn't being met