

Coaching for Healing Justice and Liberation: Root Learnings
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Throughout our program you will be assessed on the following root learnings. Our trainers and mentors will support you to get to the point of integration on each of the following as they are listed below:

Root Learning	Integration means
Listens with Presence	Puts attention on resourcefulness, alignment, impact, and transformation. Responds to a wide range of cues, including words, energy, motivation, or lack of movement. Slows down the process to support deeper listening.
Coach Embodies Self	Coach embodies one or more of the eight C's--compassion, curiosity, courage, calmness, creativity, connectedness, clarity, confidence.
Self-Management	Recovers from moments of disconnection, refrains from judgment or advice, believes in the coach-partner's resourcefulness, and trusts the coaching process.
Equalizing Power Dynamic	Engages as an equal; builds trust and willingness of the coach-partner to explore any issue by naming the power dynamic that can exist between coach-partner and coach when appropriate. Lets the coach partner see when the coach's heart has been touched.
Asks Powerful Questions	Asks curious, open-ended questions grounded in transcendent listening, intuition, curiosity, and an open heart. Invites the coach-partner to explore and discover new territory, including ways of being, actions, and learning. Follows the energy and uses the coach-partner's language.
Names What's Present	Speaks to what is just beneath the surface by crystallizing what is emerging, identifying patterns: naming what is not being said, naming systemic oppression, power imbalances, and/ or calling out what is happening in the coaching relationship or in the coach-partner's issue.
Bringing in Intuition	Offers intuitive responses, without attachment to being right. Draws from the unknown, bringing in images and words. Holds space for the coach-partner to deepen intuition.
Engaging the Wisdom of the Body	The body is an equal partner in the coaching conversation. Coach asks questions to deepen body awareness and takes adequate time for information to metabolize.
Acknowledgement	Speaks heart to heart, naming innate, core qualities that live deep inside the coach-partner and are beyond the obvious. Creates space for the coach-partner to receive the acknowledgment.

Calls Out the Power	Steps out of their comfort zone for the sake of the coach-partner. Speaks boldly, challenges, us humor or irreverence, or anything else that expands the coach-partner's power.
Requests, Challenges and Accountability	Makes a request for a specific action within a specified time. Or offers a bold, surprising challenge that expands the coach-partner's sense of what is possible. Gets a clear response: yes, no, or counter offer, and offers accountability.
Names Context	Creates space for deep exploration of power, privilege, and identity, in the context of culture, conditions, and community. Embraces cultural differences by honoring the coach-partner's identities and experience, with curiosity and care.
Manages Coach Partner's Parts	Notices and names limiting and undermining energy and/or voices. Coaches the coach-partner to identify relationship with those parts.
Matches Pace and Energy of Coach-Partner	Follows the pace of the coach-partner and offers full attention by being alert, empathic, and expansive. Accepts wholeheartedly where the coach-partner is from moment to moment, without attachment. Also uses interruption, silence, changes of tone to follow the coach-partner's energy.
Inviting in Spirit, Ancestors, Humor, Play, etc.	Uses questions to invite exploration of Self and the world and leaves room for the intangible. Depending on the coach-partner, welcomes in Spirit, ancestors, humor, or play. Creates space for wonder and alignment and expects to be surprised.
Uses Paths	Invites the coach-partner to fully step into one of the two paths and holds the coach-partner on path, bringing the coach-partner back if they leave the path. Uses the path to support full alignment—body, emotions, mind, and spirit.
Three Agendas	Inquires about the coach-partner's agenda early, asks questions to understand what is important about that issue, and pauses when the transformational agenda emerges. Acknowledges the soul's longing and ties it to relevant action and learning. Checks on the agenda as part of closure. Welcomes awareness around the relational impacts of the coach-partner's agenda on the community and planet that helps deepen the coach's agenda around what is helpful, hopeful, and useful for the collective presently and in the future.
Coaching Session Co-Creation	Responds to the impact of the coaching, notices changes in energy or when the coaching is off base or ineffective, switches gears or invites the coach-partner to try something different.

Alignment	Uses skills and pathways to help the coach-partner embody authenticity, aliveness, creativity, and power. Could include connecting to a deepened sense of appreciation for coach-partner's emotions, values, vision, or manifestation.