

citrus coaching solutions

Are you more of a 'Doer' or a 'Reflector?'

In order for coaching to be successful, it can be extremely valuable to understand yourself and how you orient more deeply. Looking at ourselves through the lens of “doer” or “reflector” can give us some great tips and insights for how we are best motivated in this process.

Doers

tend to be focused on actions and goals and taking the next step. They are usually powerfully motivated by accomplishment, achievement and putting ticks in those little boxes on their “to do” list. Slowing down and contemplating can feel a little uncomfortable and “doers” are often antsy to get moving once again..

Reflectors

value slowing down, going inward and understanding themselves and their surroundings more deeply. They are motivated by insights and “a ha’s” and probably have a good understanding of why things are the way they are. Getting into action can sometime prove confusing and a little difficult and reflectors will often prefer to pull back and consider what’s happening.

Where do you see yourself on the continuum? Put a mark below.



Neither is wrong or right, they are just tendencies of behaviour. In order for coaching to be powerful, it is important to balance these tendencies. Studies show that true, sustainable change is based on both forwarding the action (doing) and deepening the learning (reflecting).

Coaching will encourage you to build muscle in the area where you are less comfortable to ensure the greatest probability of sustainable change.