

VIRTUE MEDICINE

PROFESSIONALISM PROGRAMS ~ EXECUTIVE COACHING

221 EAST COLLEGE STREET
SUITE 212
IOWA CITY, IOWA, 52240-1759
PHONE: 319-338-5190
FAX: 319-354-3718
WWW.VIRTUEMEDICINE.COM

COACHING ASSESSMENTS AND INTERVENTIONS FOR GROUPS

We find that the following topics, designed with validated instruments, expert interpretation and application, and supportive group facilitation, are highly effective for tackling the growth opportunities that exist in many organizations. However, *group work is always customized for our clients*. Please contact us to discuss your needs.

Emotional Intelligence Group Coaching

Team leadership, situation management, mutual support, and communication, which have been attributed to increased cohesiveness, efficiency, and improved decision making and problem solving among team members, are pillars of emotional intelligence. The Emotional Intelligence Group Coaching will include either the Emotional Quotient Inventory 2.0 (EQ-i 2.0) or the Benchmark of Organizational Emotional Intelligence (BOEI) to assess current emotional intelligence strengths and vulnerabilities of a department or organization. The assessment used for this Group will consider the needs and goals of the department or organization. The EQ-i 2.0 assesses self-perception, self-expression, interpersonal skills, decision making, and stress management. The BOEI assesses the dimensions of job happiness, compensation, work/life stress management, organizational responsiveness, diversity and anger management, organizational cohesiveness, and positive and negative impression. The EQ-i 2.0 focuses on the individual and group levels whereas the BOEI includes analysis of multiple levels of an organization (i.e., individual, group[s], and overall organization). Groups will include a 30-minute consult to determine the instrument and goals of the group. The group coaching will include a review and discussion of results, activities to further build insight and increase interaction between group members, individual reflection, and focused discussion for unique organizational needs and strategies to foster emotional intelligence goals within the workplace. This Group can be modified to be conducted as either a two full day, one full day, two half-day, or two 60-minute group coaching session(s).

Workplace Personality and Strengths Group Coaching

Communication is central to the cohesiveness and health of a group. This group focuses on opening lines of communication by increasing self-understanding and insight on how personality preferences intertwine with perception, understanding of intent, and decision making, which are key aspects of open communication, collaboration, and assist teams in unifying around a common goal or mission. Prior to the beginning of the group, participants will take the Myers-Briggs Type Indicator (MBTI) and the CliftonStrengths Assessment. The MBTI, based on Carl Jung's Personality Theory, is one of the most widely used assessments to assess how an individual perceives the environment, processes information, makes decisions, and engages in relationships. The CliftonStrengths Assessment is based on Dr. Clifton's

theory of strength psychology and assesses the individual's natural talents and strengths to develop complementary partnerships and supports to manage areas of vulnerability and improve quality of life. Each participant will receive a Clifton Strengths Assessment book with code to access their top 5 strengths. This Group will move participants towards greater appreciation and respect towards themselves and colleagues as results and discussion seek to move participants towards greater awareness and understanding of their natural strengths and abilities and how these abilities impact on a group level. This Group can be modified to be conducted as either a one full day, one half-day, or two 2-hour group coaching session(s).

Aligning Workplace and Personal Values and Interests Group Coaching

The balancing of an individual's interests and career goals are fundamental towards finding meaning and purpose within the work environment. This group focuses on building the connection between personal interests and the roles and responsibilities within the workplace. This group will explore the convergence of interests and values within the organization and how personal values and interests align or may be in balance with these goals. Assessments will include the Strong Interest Inventory and the Values in Action Inventory of Strengths (VIA-IS). The Strong Interest Inventory assesses vocational and natural interests, personal style, and confidence within interest areas. The VIA-IS is a widely used inventory based on 24 character strengths, which are grouped into six virtue clusters and is designed to assist individuals in recognizing and utilizing their strengths and preferred values. This Group will also discuss organizational responsibilities, building and accessing resources, support within the organization, self-care, mission, leadership development, responsibility for work choices (i.e., career choices, career path, and future planning within their career focus), and identifying and evaluating how core values are in balance or competing against work responsibilities. This Group can be modified to be conducted as either a one full day, one half-day, or two or three 60-minute group coaching session(s).

Interpersonal Group Coaching

The goal of this Group workshop is to increase understanding of interpersonal dynamics of individuals, pairs, and teams within an organization to form better interpersonal cohesiveness and understanding. The Fundamental Interpersonal Relations Orientation (FIRO/FIRO-B) is an assessment focusing on uncovering interpersonal needs on multiple dimensions to assist in deepening understanding of team roles, improving team effectiveness, and building insight into leadership styles and needs. This Group can be modified to be conducted as either a one 2-hour or two 60-minute group coaching session(s).

Conflict Management Group Coaching

The goal of this Group is to assist participants in understanding their and others' approach to conflict occurring within the workplace and to build insight, understanding, and increase strategies to address and resolve conflicts, difficult conversations or situations when these dynamics/situations occur within the workplace setting. This Group will use Thomas-Kilmann Conflict Mode Instrument (TKI), an assessment that identifies five conflict-handling approaches, discuss differing forms of conflict approaches, engage in cooperative activities, and learn additional strategies for addressing conflicts within participant's own individual organizations. This Group can be modified to be conducted as either a one full day, one half-day, or two 2-hour group coaching session(s).