

Coaching Session - Experienced Use of MI Practice

Carol DeFrancesco: CASAT Podcast Network Lions and Tigers and Bears MI is brought to you through a collaboration between the Mountain Plains ATTC and NFARtec In episode 36, Paul and Amy welcome a guest for a sample coaching session on the experienced use of MI For episode resources, links to episodes, contact us and other information, please visit the Lions and Tigers and Bears MI website at mtplainsattc.org/podcast.

Paul Warren: Lions and tigers and Bears MI is an interactive podcast focused on the evidence based practice of motivational interviewing. A, method of communication that guides toward behavior change while honoring autonomy.

Amy Shanahan: I'm Amy Shanahan.

Paul Warren: And I'm Paul Warren.

Amy Shanahan: And we've worked together over the past 10 years. We've been facilitating MI learning collaboratives and providing trainings and coaching sessions focused on the adoption and refinement of MI. We're also members of the Motivational Interviewing Network of trainers. Join us in this adventure into the forest where we explore and get curious about what lies behind the curtain of MI Hey, Paul.

Paul Warren: Hello, Amy. How are you?

Amy Shanahan: Well, you know, I'm really happy today. Yes. Looking forward to our return guest.

Paul Warren: Yes, I'm thrilled to have our returned guest here and I think it might be beneficial to, announce who our guest is at this particular point.

Amy Shanahan: Well, of course, one of our returning guests, Carol DeFrancesco my friend, mentor, coach, confidant and a perfect person to join us for this conversation around coaching folks who have experience with motivational interviewing. Which is in contrast to our last episode where we were talking about coaching folks who were maybe in the beginning stages, but. Carol, take it away. Say hello to our listeners.

Carol DeFrancesco: Well, hi. Good to see you both. I'm always smiling when I'm in the same room with you and, just happy to be here. You know, motivational interviewing does change the world one conversation at a time. So, I'm so happy to be just part of this, this movement of careful listening. yeah. So thanks for having me. I'm a little bit nervous, I have to say, when I say yes to these things. So there's that.

Amy Shanahan: why did I say yes?

Carol DeFrancesco: But great to see you both.

Paul Warren: Thank you. Great to see you too, Carol. So, just as a way before we go into. Because you may recall, the listeners may recall in our last episode we had a colleague on who was providing coaching to somebody who was new to the practice of motivational interviewing. And I'm wondering is a starting place perhaps we could kind of set it on the roundtable about what are our thoughts about? Are there differences in coaching, somebody who is beginning with motivational interviewing and somebody who is pretty experienced, understands the lingo, is able to demonstrate most of the communication skills. You know, what are our thoughts about, do we see differences?

Are there overlaps or similarities in that? And perhaps that's the way we could begin before we kind of move into a real coaching session with Carol as the coach.

Carol DeFrancesco: You know, as you say that, Paul, the first thing that comes to mind is increasing the depth of the conversation for an advanced coaching session compared to a, newer MI practitioner. And I'm thinking, some of you know that I do a lot of listening work for different research projects. So I'm coding with the mighty or the MIs or self exploration. And I'm thinking of a project that we did with fall prevention and older folks who have a history of falling and breaking a hip or something. And the, MI practitioner I was working with was brilliant in

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Carol DeFrancesco: the way that she extended hope and optimism with her reflections. And I would love to be able to train that with somebody who's, you know, more advanced. Right. So that's one of the things that comes to mind immediately, is really taking it slowly and thinking, what do I reflect that offers that sense of hope and optimism, self efficacy in the conversation. That's something I wouldn't do with, somebody who's new. You know, I'm just hoping that they stop asking so many questions. Those are a couple things that come right to mind in terms of the difference listener.

Amy Shanahan: Can't see that I'm raising my hand to be coached to that. You said you'd like to coach someone on that. first and least let you just volunteer. Yeah, I think that that's the thing that stands out to me the most. You know, the technicalities, seem to be more of a focus with somebody who's newer around, you know, asking less questions or, you know, really giving that mirror to a new learner that maybe they're

fixing, reflexes kicking in and they're not even noticing it. Or. I know for me, I'm gonna go back because I like to share my own experiences of when, my mentor Antoine, said to me, we don't get people to change. Yes, that's my bad French accent. And I didn't know why he was saying that to me, but he was hearing me say it. So that was, you know, that he was pointing out to me that my own beliefs were coming out in my language. And, you know, whether that was beginning intermediate, it certainly wasn't advanced. And, nonetheless, it was definitely something that stands out to me, is very helpful as a newer learner, that my language and my beliefs were connected and he was able to carefully point that out to me. So I think about that the details of the technical, not just the technical skills of the Orars, but the connection to why it means something. My belief that I thought I could get somebody to change was part of the spirit essence really. And that was really helpful to me. And maybe m. A more advanced person knows that already and we might just point those things out if we see it show up. I don't know if that was clear, but that was hec. Peace.

Paul Warren: No, very clear. I mean, clear to me. I can only speak for myself. you know, it's striking to me because as Carol said what she said and as you were saying what you said, Amy, the thought that really went through my mind was the idea of sort of a box of Crayola crayons and because I was thinking like from a beginning perspective, you know, we have those three primary colors, blue, yellow and red I think are the three primary colors. And that's where you're. Trying to get people to be able to identify those primary colors, use those primary colors and then begin to kind of mix those primary colors to the nuances of the people they're talking to.

Paul Warren: And I'm wondering if people who've had more experience with the practice of MI One of the things that really stands out to me as an area is the fusion of the relational aspects, the spirit aspects of motivational interviewing and the technical

aspects. And a seamless fusion as opposed to a. Ah, more like I'm making the transition from engaging to now. I'm technically evoking change talk. And to me a nuance maybe of somebody who is a little more experienced is they're able to maintain that relational engagement and then technically draw out and employ the change talk that the person may be offering and still maintaining they don't like the relationship doesn't fall apart. The engagement doesn't fall apart.

Amy Shanahan: say, know that they know that blue and red make purple and when to mix them.

Paul Warren: Yes. And they. And they're able to make purple.

Amy Shanahan: Yeah.

Carol DeFrancesco: It's exciting, isn't it, to, to be part of just this process of inviting people to do that, to continue to craft their skills. I also feel like, maybe advance somebody who's a little bit more advanced in their practice might be

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Carol DeFrancesco: able to tolerate, coaching in the moment more so than somebody who's new and what I'm thinking about with that is how much I use recordings in my work just so people have the space to take a deep breath, go away, listen to their recording on their own, having some homework, some guided reflection. Because as a learner, at least for me, it's a little bit overwhelming all of this happening right in the moment. Like I need the space to listen to sort of get over myself that I'm not perfect. Right. So I think creating a learning environment where people have reflective space

and for me with my experience with my students and just in my own experience, having a recording that I can then listen to, really parse out respond to some prompts is ah, really a really helpful mechanism.

Amy Shanahan: I was thinking that the process, the guiding part of coaching someone would be the contrast a little bit too. And based on what you're all saying and I was thinking about, I don't know if you're familiar with Ron Finay, he's a gardener and I think it was used in one of maybe Bill Terry and Steve's AMI training on psywire. I think because it, this particular video I think is not, not accessible through YouTube. Darn it. But he talks about everybody's creative, everybody has their own style. And he goes well I don't know what you want to do with your garden. It's your damn garden. I think about that like with an advanced practitioner, like you know where that purple flower is going to go, how tall it is, where you want it to grow. It's your garden. You decide whether you want sharp turns or dark colors or light colors. And, and I think of that video, you know, it's your damn garden. That's his book. You know, how you want to be with people, you know, your own style. That and not that we're shaping a newer practitioner style either. At the same time the guiding is a little different because they may be worrying about how tall does that purple flower get or you know, do I want a sharp turn in this walkway or a curve and you know, invite them to think about it more and figure out their own style.

Paul Warren: Carol, I'm really curious about something that you said and I'm wondering if it would be okay if I asked you a follow up question.

Carol DeFrancesco: Oh, thanks for asking permission.

Paul Warren: U. you mentioned how, how recordings have been a part of your coaching

sessions and coaching sessions with folks, because that gives them the opportunity to reflect and kind of let go of maybe any of the stress or anxiety that they feel or decrease it to Some degree of like listening to themselves and realizing, oh my God, I didn't do it perfectly. And I'm wondering as a coach, how do you help that practitioner not be overwhelmed by the multitude of things that could become obvious from a recording?

Carol DeFrancesco: Yeah, yeah. Well, the first thing that I do is I make it a regular practice so that there's a bit of getting desensitized to hearing yourself on, ah, recording. and so I have the luxury of teaching a 12 week graduate class. So there's a couple of things that are really helpful about that. One, I can make assignments that are required as part of the class. So I know it's such a, you know, it's such a stumbling block and a hurdle to get over. When you're doing a two day training and you're wanting folks to go off and do a recording and then nobody does it. Right. Well, there's that's a difficult hurdle to get over. So in my class I can make it part of the assignment and we do it right. Like we do it right in real time so they know how to do it and all the technical stuff isn't overwhelming. and then over the years I've heard from learners what are pitfalls. It's hard to hear the voice. They really focus. They have this hyper focus on. I say I'm too much. I, wish I didn't do that. I didn't sound natural. And I gently nudge them to looking at how is your client responding to you? M. So instead of it's such a. And it's natural, right? It's such a focus on how am I doing as a new MI practitioner? It's all about

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Carol DeFrancesco: me as this new person wanting to ask an open question and really nudging them. throughout the, the weeks of listen to how your client is responding. Are they saying things like. Exactly. And the next thing that makes me think, you know, then, you know, you've nailed your reflection. Like you're really understanding where they're

at. So that shift from all the focus on me and did I ask three questions instead of one all stuck together and you know how terrible that was. And then taking the focus off of you and saying, well, how did you know, did your client elaborate on their reasons for change after you asked those three stacked questions, you know, like, what was the outcome of your behavior, your presence in the session? So that's kind of a long answer to what you just asked. but that's some of the guiding, you know, that I'm really Oriented toward. I used to have people, you know, I'm. I code with a mighty all the time. So used to have people code all their stuff. And then I found that they got too, honestly too caught up in the numbers. And it was all about theic c, you know, and it was like, that's not what it's about actually. You know, so there's these little pitfalls that I fall into as a teacher and a coach and just I'm always trying to adjust and and invite people to let the clients teach them. You know, as Bill famously says, is that your clients will teach you how to do that. Well, you have to pay attention to the client in order to learn from them. and part of that is the guiding that I use in recordings, really focusing on how is the client responding? What are you getting from the client? as opposed to this kind of hyper focus on how am I doing? You know? so that's, that's the. I guess that's the summary of my answer to that.

Paul Warren: I'll tell you, Carol, one of the things that I really take away from that summary, and I think it's so relevant to what we're kind of kicking around at this particular moment, is that almost a developmental marker of moving from beginner to intermediate to possibly advanced practitioner status is the ability to stop fixating on how I'm doing and to be able to kind of get a sense of, okay, I'm not going to worry so much about doing a reflection because know, I trust that I can do that. And now I want to see how does that reflection land on this person. So I m. I have enough facility with the skill to be able to attune and attend to what the person, how the person is responding so that I can adjust if I need to.

Carol DeFrancesco: M H. Yeah, I'm really glad that you added that. And Amy, I'm conscious also that I want you to jump in too. But it makes me think about our last discussion and I feel like we talked about surfing quite a bit last. And so, it is in anything that you want to do well, spending time doing it right so that you can respond in the moment and making those quick adjustments that are beyond thought that are part of your unconscious competence. and so thinking about a newer learner is really what is gonna keep them going in their practice. in middle to advanced MI practitioners too. I mean, we're always practicing, right? Always. We can always get rusty in our practice. and how do you even know that? How do you know that you're rusty. What would tell you? What's the feedback that you're getting know and surfing? Well, you. The wave is giving you a lot of feedback all the time. The ocean gives you feedback. What does that look like in a. You know, in a mi M session?

Amy Shanahan: Well, I only have the music analogy to, to share in this perspective. I no longer play the saxophone but I think about my experience when I was a newer learner. I didn't want to worry about what the audience thought because I was squeaking a lot and I was really worried about where do my fingers go? Where's the notes? How am I getting this right to. I. I thought about a time when I played your mother should know. Yes. The Beatles song on my saxophone for my mother's birthday. And I was better. I was not a squeaker anymore. And I didn't

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Amy Shanahan: care what everybody. I didn't care about what it sounded like necessarily. But when I played it and I was just in my sister's living room and I was just playing it and my face lit up when I saw everybody's faces and they started to sing along. So it didn't matter that I hit a note or m mixed up a note or forgot a note because

the audience was engaged so I didn't have to be perfect and I could play without thinking about where my fingers went or if I hit the right note or not rightite note. It was the. And I feel that way when I'm practicing it more an advanced level compared to my beginning style that I'm not thinking as much about what I'm doing. Of course I'm thinking about what I'm doing but what I'm going to do next and you know, I'm more about the dance than I am about what I'm doing. And I love that you shared that. That you invite the person to look at the person that they're with.

Carol DeFrancesco: And even in know when I'm thinking about the beginning, my new learners, the recordings that I listen to, there are moments of not thinking that happen where they're, you know. And so often they say to I ask what are your goals in this next recording? I justnn sound natural. I sound too scripted. I hear that over and over again.

Carol DeFrancesco: And so then I'm listening for those moments where they offer just a reflection that just. It just happens. Right? It's just part of their being. They just naturally reflect. And So we'll listen to that together. I'll mark the Time, it came at 5 minutes and 30 seconds. Let's listen to that together. That's brilliant. There it is. You already know and like I like what? Bill also says that motivational interviewing in some ways is a remembering and not a learning. And so that's exciting to me when I can be with a learner and help highlight how they're already doing this naturally. You know, when it just comes out and they just say, they just say something that happens to be a reflection that's natural and brilliant and captures underlying meaning and they go oh wow, I didn't even know I was capable of that.

Amy Shanahan: Right.

Carol DeFrancesco: And so I think so much about going forward with your own skill set

is having some success. Right. knowing that you can do it, that it's part of you, and how encouraging that is. You know, for me it's like catch, oh wow, I can actually catch a wave and not go ahead first into the, you know, into the ocean. And you know, when you have some success it just I think invites learners to keep going with their own practice. And ultimately that's my goal as a coach is if they want to get better with this, if they want to keep moving with this, then I, I want to create a space where they're encouraged that they can do it right and they're having success. so I to, I want to really be able to highlight those times when they're being successful. And I just love recordings for that because it's not just me saying it right. Like the evidence is there.

Amy Shanahan: Here it is.

Carol DeFrancesco: Listen to it together.

Paul Warren: so yeah, you know, I'm going to throw this out and I think maybe we can begin to make our transition into sort of the coaching session practice. But I wanted to throw this out because what Amy said and what you said, Carol, I, and, and you know, this is my hypothesis. So take it for what it's worth, which is that increased confidence is directly correlated to decreased anxiety about one's practice. And the more you can kind of just relax into it and let it kind of happen. And that doesn't mean that you don't reflect on what you do. It doesn't mean you don't refine what you do. But for me, I'm speaking for myself, there's a different kind of anxiety or or a lessened anxiety that I have because it's built on that confidence that I have had success doing it before and I have the evidence of that success.

Paul Warren: And I have found and I'm again Speaking for myself, I can't learn something and I can't refine what I'm doing if I'm afraid or anxious. And. And I have a

feeling that a lot of beats

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Paul Warren: people new to motivational interviewing are really anxious that they're not going to do it. Right.

Carol DeFrancesco: Yeah.

Paul Warren: And letting go of that anxiety, which I think is. Is a developmental process. It was for me, has led to me growing my skills and growing my confidence.

Carol DeFrancesco: Absolutely. Yeah. And what has facilitated that for you?

Paul Warren: I think very much related to Amy's story about playing the saxophone that I have experienced during the conversation. The. Exactly. And. And this is some more I want to tell you about it where the. The person that I was in the conversation with has. They have communicated to me that they have felt, heard and understood.

Carol DeFrancesco: Yeah.

Paul Warren: And it helped me to know I was on the right track.

Carol DeFrancesco: Right. You need the feedback. Everybody's different. Right. Every conversation'different so inviting that feedback, you know, explicitly or looking for signs of it. M. I mean, that's key. M. Do you. Do you want to play around with some coaching? I mean, is that.

Paul Warren: I would like to. If you're open to it.

Carol DeFrancesco: Mm. M. Yeah, we could. You bet.

Paul Warren: And we've'll. Let our audience know that, you know, we, Amy and Carol and I did discuss this before and we landed on the idea which felt. Feels exciting to me. We landed on the idea that this would be a real conversation.

Amy Shanahan: Hm.

Paul Warren: that I would be the practitioner who is talking to Carol about something that's a concern or an area. and at the risk of being, ah, inaccurate or immodest, I guess I'm framing myself as an advanced practitioner. Carol, I guess will give me the stamp of approval or not. Cara's shaking her head under pressure. Don't put me in that position. but what we're. What we also have that. That we may use as a resource is Amy has a real something that she's considering or thinking about and that may come into the opportunity for practice within the coaching session.

Amy Shanahan: Well, I thought I was going to be the most vulnerable, but I feel like I'm fortunate to be vulnerable, to share what I have to share because I have a wonderful practitioner of motivational interviewing, someone watching who's also a dietitian. Because certainly that's what I going to start talking about because I'm tired of hearing myself talk. Yeah. Ready?

Paul Warren: Yeah, Go ahead. Carol, you were gonna say?

Carol DeFrancesco: Yeah. And just a little bit more background too. Y. No, I'm so

convinced that real plays, real issues are such, ah, a helpful way to learn and lots of people have written about that already. so, that was part of our rationale, that real conversations can be really helpful. So Paul.

Amy Shanahan: I know.

Carol DeFrancesco: And the other part of that is if it's when it's real, you know. And as you mentioned, Paul, you know, not feeling overwhelmed or anxious in a learning environment is essential for learning. So giving people advance notice. So we talked about, well, what might you bring to the table? Paul as an AMI practitioner and Amy, what might you bring to the table as a real, topic that you feel ambivalent about? So giving people advance notice is really important.

Paul Warren: no surprises.

Carol DeFrancesco: Yeah, yeah. So that they can think about it because sometimes a topic starts off relatively cool or warm and then can get really hot in the middle of something and not putting people in that situation. So giving, you know, I always give my learners the advanced preparation packet of think about something that you've wanted to change but you haven't changed yet. And I asked them to think of three or four things so that in the moment they can look at their list and choose between the things. So that's a little bit different. I mean that's your role, Amy, in this scenario.

Amy Shanahan: Yeah.

Paul Warren: Y.

Carol DeFrancesco: And then Paul, you came up with a few things. So you want to tell our listeners what you were thinking about.

Paul Warren: Sure, sure. And it's so funny because given our prior conversation, now I'm thinking like, oh my God, I'm focusing on myself. How am I doing? but, oh well, here it goes. And in this, in some ways is a generalization. but I suspect that it's an accurate

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Paul Warren: generalization and that is that sometimes in a conversation with somebody, I am concerned that my reflections, my summaries are actually overwrought. They're too u, sometimes they're too labyrinthal or they're too verbose. There are too many words. And in some way my concern is, is that I'm losing my connection with the person if I go in that direction. So what I would like to focus on in terms of my development as a practitioner is to be able to be accurate, you know, accurate empathy, but not overwrought and not overly verbose so that the person then is distanced from my ability to reflect back to them or my ability to understand them.

Carol DeFrancesco: M

Amy Shanahan: Mmmeah'a.

Carol DeFrancesco: Good thing is what you're saying.

Paul Warren: Yeah, yeah, yeah.

Carol DeFrancesco: Too much of, too much of a.

Paul Warren: Good Thing that starts to actually be a bad thing because it starts to create a wall between and it starts to, erode our collaborative partnership.

Carol DeFrancesco: You know, and if we had more time and if I were doing this in my class, I would ask you if it would be okay if we recorded it.

Paul Warren: Yeah.

Carol DeFrancesco: And the reason I would do that is because I sometimes just see things in transcript form. You know, like I can imagine Paul, you working with Amy and you offering something that you thought maybe was a little bit too long. And literally you could rewrite it. Right. You could look at that and take three sentences and chop it down to two. and I think we can do that in real time too. But it's a little bit hard to hold all those things in our head. Right.

Amy Shanahan: Yeah.

Carol DeFrancesco: I'm curious though. What do you think the evidence is that you are too verbose? Like, what kind of feedback are you getting from your clients that lead you to believe that?

Paul Warren: Well, when you said that, there was one thing that specifically pop into my mind and that was that the person, I get the sense that the person I'm talking to, I'm saying what I'm saying and then I get a sense that they'that they want to contribute something, that they want to say something and they feel like they have to wait until I'm finished. And that leads me to think, oh God, I'm talking too much.

Paul Warren: So that's. That's a very specific thing that I've observed. And it's nonverbal communication, but it's the feeling that the person is on the edge of wanting to communicate something, but they're pulling themselves back because I'm going on.

Carol DeFrancesco: Ah.

Amy Shanahan: Ah.

Carol DeFrancesco: Yeah. Well that's. Sure, that's good noticing. Right. It almost feels like I'm a big fan of HEA children. Be grateful for the awareness.

Amy Shanahan: Right.

Carol DeFrancesco: she always says that. Be grateful. So that seems to me like the start of. Yeah, you like. So if you notice that in the moment, what might you do?

Paul Warren: Well, the simplest thing I could probably do would be to just stop.

Carol DeFrancesco: M.

Paul Warren: And realize that like just give the space to the other person and literally just.

Amy Shanahan: Pause.

Paul Warren: Let them, let them jump in if they want to. I guess the other thing I could, I could possibly do is I could say, oh, you want to say something and then stop. So it

would be acknowledging that I'm seeing that nonverbal communication, and then stopping.

Carol DeFrancesco: M.

Paul Warren: Those are, those are two things that kind of jump to mind.

Carol DeFrancesco: Yeah.

Paul Warren: Moment.

Carol DeFrancesco: No, it occurs to me that we're building a list of strategies to so those two things literally stopping and deliberately inviting. And then the other strategies where I feel like we started with is being more concise. yes. Which is a little bit different. Right.

Paul Warren: I just did it.

Carol DeFrancesco: Right. It occurs to me we could have been practicing all along. I guess we are, aren't we?

Amy Shanahan: We are.

Carol DeFrancesco: Well, I know we don't have a lot of time left, but we could jump in and do a couple sentences and see how that goes.

Paul Warren: That would be great. And do we want to bring Amy into this where

perhaps Amy is coming

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Paul Warren: in as the person having a real conversation and then I can. The focus that I can have is being attuned to when Amy wants to speak. And I can also intentionally attempt to be more succinct.

Carol DeFrancesco: Yeah, yeah. Try out. I mean you. I think that's great. Are you up for that, Amy?

Amy Shanahan: I'm up for it.

Carol DeFrancesco: Right.

Amy Shanahan: I love you. Were already in the process of coaching so I was loving to watch the interaction already.

Carol DeFrancesco: Yeah, you bet. I mean we're inviting Paul to name the thing that he wants to work on and already came up with three different ideas and ways. and how efficient that was, honestly. Yeah.

Amy Shanahan: You elicited it from him even after sharing your thoughts?

Carol DeFrancesco: Yeah, just, I mean, comes natural. Well, I don't want to sound self congratulatory backing off of that, but just remarkable how it's nice to just have a conversation of what do you wanna do? What are your thoughts? How do you know?

You know that this is a problem.

Paul Warren: So you know, before I talk to Amy Carroll, I do wantna underline something that I really appreciate that you brought to that which you asked me. How do you know that that's a problem? No one has ever asked me that. And for you to frame that that way really made it very clear to me this is why I'm concerned and this is why I want to refine it. Because of what I said and M Had you not ask me that open ended question, I would have not had that awarenessmm.

Carol DeFrancesco: M. Well, I'm grateful and I'm grateful that you raised that. And it's similar to what we do with clients. Right. Is what's the problem with the status quo? You know, and maybe there's not a problem with the status quo.

Amy Shanahan: Yeah.

Carol DeFrancesco: Right. And. And you identified some really clear things that might be problems conversationally. If your clients are wanting to jump in and they're not getting a chance to,

Paul Warren: Yeah.

Carol DeFrancesco: Yeah.

Paul Warren: Let's see what happens.

Carol DeFrancesco: Well, what do you got, Amy? What's your.

Amy Shanahan: Well, I won't give you the laundry list, but I'll start in by saying, you know, I, I, I turned 60 last week. Thanks. And it doesn't bother me. I like even numbers, so I'm happy to be in an even number here, but, but I just think about my fight against my love of food and, exercising. So I always would joke that I work out so I could eat. And, it's catching up with me. I have events that are coming up. I've had events that are coming up. And sometimes it's vanity, but more it's about health now, that I want to be more mindful without having to give up a lot. So I'm an active person, but I'm not active enough. And I'm thinking, yeah, I just want to start with one thing and do it and do it with intention. And I, Yeah, I haven't been doing it, so I've been thinking more, I guess, about it than doing it. So I'm struggling.

Paul Warren: Yeah. You're considering what activity you want to be consistent with.

Amy Shanahan: Yeah. And, and maybe even bump, bump it up, you know, because, you know, I'm walking three miles, but, you know, what did he do do? It's not, it's not burning off what I'm eating. So do I run again? Do I walk five miles? So it's, it's, you know, I have to turn up the volume, if you will.

Paul Warren: You want to increase the intensity?

Amy Shanahan: Yeah. Want is a strong word. It's more like I probably have to.

Paul Warren: And that is different. You have to because you have a particular health goal.

Amy Shanahan: Yeah, I mean, I don't want, I, I think I'm generally healthy, but, you know, there's been some markers that have showed up that I'm like, oh, that never

happened before. And you know, weight is always a good marker of, this is probably not a weight I want to be. and I know that the way I'm eating is really going to impact, my health in the long run if I don't change something.

Paul Warren: Yeah. And you've mentioned a couple of times that it's the way you're eating.

Amy Shanahan: Yeah, I mean, I, it's, yeah. Partially because I also am not eating lots of fried fast food. So I'm mindful of eating healthy and I've been eating some healthy things, but maybe it's quantity of those things.

Paul Warren: So you You've been very clear. You've made very clear

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Paul Warren: choices about what you're going to eat and now you're really thinking about well, how much of that good thing am I going to eat?

Amy Shanahan: Yeah. Yeah. And I. Yeah. I think that it naturally happens in my life that when I'm turning up the volume of being more physically active M That I don't have to worry as much about and I naturally eat healthier, I think.

Carol DeFrancesco: M

Paul Warren: And you, you don't want to have to worry about it as much.

Amy Shanahan: No, I really want somebody to change my mind so I can do something

differently. Yeah.

Paul Warren: Would it be okay if I asked you a question?

Amy Shanahan: Please. Yes.

Paul Warren: So if somebody changed your mind, what would that mind change be for you?

Amy Shanahan: Oh, well, I think you said it before we hit the record button. Paul, Are you ever gonna not self deprecate? I think that that's would be. Be okay with who I am because I've actually started reading about things like that that when I stopp fighting against myself, those things will start to change naturally. So yeah, I think that would be it. Hard on myself. Yeah.

Carol DeFrancesco: Paul, I would love for you to reflect that. I think that's really interesting. Will you take a. Take a swing at reflecting that last statement?

Paul Warren: Being hard on yourself is really causing you some problems.

Amy Shanahan: Yeah. I think that that's harder than making the change.

Carol DeFrancesco: M

Amy Shanahan: That if I can get into a more positive mindset about what I'm supposed to be doing or looking like, I would probably just do something.

Paul Warren: How you think about yourself would really have an impact on what your future would be.

Carol DeFrancesco: Yeah.

Amy Shanahan: I would imagine. It's almost like my own psychological reactance kicks in. I'm fighting with myself, you know?

Amy Shanahan: And that creates that kind of stagnant. I feel like I'm not doing anything.

Paul Warren: The fight with yourself keeps your feet in the same place.

Carol DeFrancesco: M

Amy Shanahan: It feels like it. Yeah.

Carol DeFrancesco: Do you mind if I jump in and jump in?

Paul Warren: Yeah, jump in anytime, Carol.

Carol DeFrancesco: I know we're running a little short on time too, so that's one of the reasons. John Kein Sure.

Amy Shanahan: And.

Carol DeFrancesco: What I'm wondering if we can do is talk a little bit about how this went and then jump back in and do some kind of summary. there are a couple different

things I'm wondering about for a summary. but just as a way to close it.

Paul Warren: Sure.

Carol DeFrancesco: And honestly I feel a little mixed about who to start with, Paul, you or Amy? You. but my gut says Amy, I would love to hear from you first as to what that quick conversation felt like. It was only, I don't know, five minutes or something. And specifically, Well, here I go, not being concise, so I'll just leave it at that. I wanted to ask two questions. I'm feeling your pain, Paul.

Paul Warren: I knew you were the right coach.

Amy Shanahan: Such a beautiful parallel process, isn't it?

Carol DeFrancesco: Y. I just stopped myself from asking the stacked question.

Amy Shanahan: So you were aware it was happening and you did something about it?

Carol DeFrancesco: I did, but it's modeling easy.

Amy Shanahan: Oh my God.

Carol DeFrancesco: Not easy.

Amy Shanahan: Yeah.

Carol DeFrancesco: So anyway, Amy, what was that like for you?

Amy Shanahan: Well, I was feeling vulnerable. I realized talking about it like, ah, I'm wearing my. My stuff, on my sleeve to the public. that was my first thing. And then, I felt it was really powerful when you coached Paul to come in and reflect. Because when you came in, Paul, around the heart part of what was going on, I felt even more vulnerable. And I think that that felt really powerful to me to like, I can imagine walking away from this conversation and having some thoughts about that. More that the eating versus exercise issue was really powerful.

Amy Shanahan: Thank you. It was heartfelt.

Carol DeFrancesco: Yeah. And Paul, I'd love for you to respond to that. I mean, you're taking all that in. What, what thoughts and feelings do you have hearing, Amy?

Paul Warren: I was concerned

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Paul Warren: because.

Carol DeFrancesco: I guess.

Paul Warren: I was concernedus I wanted to do a good job.

Amy Shanahan: M.

Paul Warren: And you know, Amy, we're friends. So, so hearing what you said though, which is the question that Carol asked, hearing what you said, in your reaction, I'm,

glad that you got in. It makes me feel good that you got in touch with what was underneath. Should I cut down eating or should I exercise more? You. You got to something that was underneath that. And I'm really. I feel good about the fact that our conversation helped you to have that realization.

Paul Warren: To answer your question, Carol and Paul.

Carol DeFrancesco: How did you facilitate that?

Paul Warren: well, it's interesting because it really came out of you inviting me to pause, kind of regroup and then reflect back what I had gotten for AM at that point.

Carol DeFrancesco: And I'd like to add what led up to that was a lot of accurate, reflective listening that you offered concisely. I mean, you did it in the moment. Right. You put it out there like, this is what I want to do. And you were able to really implement that immediately.

Amy Shanahan: Yeah.

Carol DeFrancesco: shoulders. Come on.

Paul Warren: Well, I felt like it started to fall apart at the end Though.

Carol DeFrancesco: Well, going back to Amy's music, there's one note at a time, and then there. Fuller phrases. Yeah. So. So it doesn't always have to be just one note. You know, there's longer. Yeah. so, I mean, the, It's a balance, I think.

Amy Shanahan: Well, and I wasn't worrying about the coaching piece, but I will add that, as far as how I feel and how I was feeling, I did. I. From the concise request that you asked of or shared with us as your thought that I never felt like you were being verbose. Obviously you weren't. And, I felt like you were really curious about what I had to say with your reflection. So, I didn't feel eager or. Oh, let me jump in here. So I felt very like it was a beautiful dance for me, when you were reflecting.

Carol DeFrancesco: Some things that stand out for me to, Amy is you. And I'm glad I started with you. I mean, our instructions as trainers. Right. Start with the most vulnerable person in the room with a debrief. And for you to say that immediately how vulnerable you felt. and also how quickly things like, oh, you know, I should lose a little bit of weight. I like to. I like to eat. Right. How quickly something like that can go into a deeper, topic of. Well, this is more about self acceptance, maybe, than anything else. M. And so I think that's another reason why giving people advanced notice of what they're gonna talk about, asking permission, challenge by choice, all those things. it is really vulnerable. All these. We're all. Each one of us in this role is in a vulnerable place.

Amy Shanahan: Absolutely.

Carol DeFrancesco: and then inviting. I'm thinking about, the M I from the Inside out book. but inviting people to make that bridge of how vulnerable I feel. And I wonder how vulnerable my clients feel. I wonder how vulnerable my learners feel. I wonder how, you know, like, it's that common humanity experience of we have shared vulnerability in these conversational spaces. and I think being careful with that. So that. But it continues to facilitate learning. And that's not the only piece. Right. We just want to be compassionate as human beings with one another. so that's really striking to me. And also I'm recognizing that's not very concise.

Amy Shanahan: Well, and out. I'll offer something up as you were talking, because as you're talking in your definition of not being concise, I'm, picking up on the pieces and having an experience with it. And maybe I feel eager to jump in and not necessarily in a negative way. Like, I feel eager to want to dance on the floor with you. To say in a way that

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Amy Shanahan: no matter where we are in our journey, there's a vulnerability, and the importance of whether we're coaching a beginner or an advanced one. And the three of us have been friends for a long time, and all three of us are vulnerable with each other. That we open the door to create an environment where we can be vulnerable with each other. And that's powerful to me. That's what I'm taking away from this conversation.

Paul Warren: You know.

Amy Shanahan: We're shooting for the most concise.

Carol DeFrancesco: Well, this has been so much fun. I guess I do feel like it's helpful to wrap up with some kind of a summary. And I wonder what that might be. I don't know. Paul, do you have a sense of how you want? Well, I don't know. How should we close together?

Paul Warren: Do you mean specifically a summary of what the conversation that Amy and I had, or do you mean in terms of our larger kind of, conversation at the roundtable in regard to.

Carol DeFrancesco: Yeah, well, initially I was thinking of, a summary of the conversation that you and Amy had. But we might want to just close the whole podcast together. and let me just offer a little bit. Cause this is a little bit. Guess what I'm thinking. so I'll just say what I'm thinking. The conversation that you and Amy had. One of the things that I often invite my learners to do is actually instead of you summarizing, Paul, ask Amy. You know, what are the highlights of our conversation? What are the takeaways? so inviting Amy to summarize, and that's a way of being less verbose. Right. And, if I were truly coaching you, Paul, I would ask you what you thought about that, and if you thought it was a good idea, then go practice it, you know, and we could work out the specifics of that. But the rationale behind that is really around, like, client activation. Right. You get. You're inviting them to speak it, and it's. I'm always surprised what people take away. Right. so that's something that I was kind of thinking in the back of my mind that I might coach you to try on if you were willing. so. So that's where I was going. But yeah, let's summarize this to the whole. The whole session.

Paul Warren: What, so when you think about our time together, what are the highlights for you?

Carol DeFrancesco: Well, like I said, I was a little bit nervous Going in, I wasn't exactly sure what we would do and I'm really glad we did a real play. I think the experiential nature of that, is self reinforcing. Paul, you were able to do what you set out to do. You had a goal and you did it. and within five minutes your quick reflective listening helped Amy move to a deeper level of self understanding that we know is motivating right from the self exploration research. so I think real play, real play, real play. That's my bottom line. Keep doing real plays.

Amy Shanahan: One thing that I'm going to add, which I already said about the

environment and the safety was something that stands out to me. Paul, your reflections were beautiful. And I'm reminded from the safety of our conversation that the more I heard myself talk, the more I realized I have some answers in there. And there's stuff going on in there, whether you reflect it or not. The fact that you gave me the safe environment to say what I needed to say was really the powerful piece.

Paul Warren: I guess for me, and I'm thinking of this is an overall, I'm really struck by the vulnerability piece of it that all three of us in this conversation were experiencing some degree or some level of vulnerability. And I loved being reminded that whether somebody's a beginner or whether they've had a lot of experience, whether they have a long relationship or don't have a long relationship, that if we can create a space where people can feel vulnerable in a safe way, there's an opportunity for connection and growth and. And I'm really left with that because, you know, I can't really think of too many more people who I would feel more comfortable and safe with. And yet I also felt vulnerable at the same time.

Carol DeFrancesco: Wow.

Amy Shanahan: That's the perfect concise way to end. Thanks so much Carol for joining us.

Paul Warren: Yeah.

Carol DeFrancesco: Oh, thanks for inviting me. Yeah, it's. Oh, it's so fun. Good work you two.

Paul Warren: Carol, always a pleasure.

Amy Shanahan: Bye bye.

Carol DeFrancesco: Thanks for listening to episode 36 of Lions and Tigers and Bears
MI! Be on the lookout for new episodes coming soon.

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