Strengths-based multiplicity of mind
I could not do this without...
Do I contradict myself?
Very well, then,
I contradict myself.
I am large,
I contain multitudes.

Walt Whitman
Coaching the Multiplicity of Mind: A Strengths-Based Approach

July 2013
Nine
Biological...

Needs
Drives
Values
Capacities
Strengths
Meaning Maker
- Transcendence, Benevolence, Peacemaker,
- Harmony, Gratitude, Meaning, Purpose,
- Wholeness, Congruence

Standard-Setter
- Achievement, Contribution
- Respect, To matter, To be valued, To be validated, To be heard, Acknowledgement,
- Justice, Fairness, Integrity

Relational
- Love, Empathy, Support,
- Connection, Interdependence,
- Belonging, Community, Cooperation, Soothing

Curious Adventurer
- Openness, Sensory stimulation,
- Adventure, Wonder, Exploration,
- Discovery, Novelty, Challenge,
- Learning, Consumption, Risk

Executive Manager
- Clarity, Productivity, Reliability,
- Work, Problem-solving, Organization, Order

Creative
- Creativity, Beauty, Celebration,
- Flow, Play, Leisure, Humor,
- Self-expression, Procreation

Autonomy
- Authenticity, Individuality,
- Responsibility, Self-determination, Choice,
- Control, Freedom,
- Independence, Space

Body Regulator
- Physical survival, Safety,
- Sustenance, Security, Sleep,
- Relaxation, Exercise, Nutrition,
- Balance, Familiarity, Conservation, Health, Healing

Confidence
- Self-efficacy, Competence,
- Strength, Power, Protect,
- Competitive

Primary Capacities & Chakras??

Chakra 1      Body Regulator
Chakra 2      Curious Adventurer
Chakra 3      Standard Setter & Confidence
Chakra 4      Relational
Chakra 5      Autonomy
Chakra 6      Executive Manager & Creative
Chakra 7      Spiritual Meaning-Maker
Primary Capacities & Enneagram Types?

1. Reformer  
   Executive Manager
2. Helper  
   Relational
3. Achiever  
   Standard Setter
4. Designer  
   Creative
5. Investigator  
   Autonomy
6. Loyalist  
   Body Regulator
7. Enthusiast  
   Adventure Seeker
8. Challenger  
   Confidence
9. Peacemaker  
   Meaning-Maker
Primary Capacities & Evolution

- **Bacteria**
  Body Regulator (self-preservation, balance)

- **Amoeba**
  Curious Adventurer (seeking food, sex)

- **Shark**
  Confidence (predator/prey)

- **Beehive**
  Standard Setter (status and role in tribe)

- **Alligator**
  Relational (nurture young)

- **Birds**
  Autonomy (leave nest)

- **Beaver**
  Executive Manager (build things)

- **Chimp**
  Creative (create tools)

- **Humans**
  Meaning-Maker (purpose, spirituality)

- **Humans**
  Mindful Self (experience of Self)
Biology: Mindful Self

Meta Awareness
Mindful Self

Detach
Observe
Accept
Discern among voices

How do voices get integrated?
Emotional intelligence

Emotions are a sensory system

Negative: Unmet needs
Positive: Met needs
What is Thriving?

Our primary needs are met, drives are in service, values are served, and capacities are used.
Ambivalence emerges…

From competing needs and drives
Who are we coaching?

We all have dominant voices and quieter voices.
Who am I being as a coach?

We all have dominant voices and quieter voices.
I'VE BEEN THINKING ABOUT YOU LATELY.

I WISH YOU WOULDN'T DO THAT.

I HAVE SOMETHING FOR YOU, EARL.

OH?

I'VE MADE A LIST OF WAYS IN WHICH I THINK YOU COULD IMPROVE YOURSELF.

NOW DON'T GET DEFENSIVE. I'M JUST TRYING TO HELP YOU BE HAPPY.

FLUSH!

HOW ABOUT THAT? IT DID MAKE ME HAPPY!
Autonomy is a primary biological drive, need, capacity.

- There is no one else like me
- I march to my own drummer
- I am in the driver’s seat
- I am the boss of me
- I am the captain of my ship
- I am the master of my destiny

Transcendence, Benevolence, Peacemaker, Harmony, Gratitude, Meaning, Purpose, Wholeness, Congruence

Achievement, Contribution

Respect, To be valued, To be validated, To be heard, Acknowledgement, Justice, Fairness, Integrity

Authenticity, Individuality, Responsibility, Self-determination, Choice, Control, Freedom, Independence, Space

Physical survival, Safety, Sustenance, Security, Sleep, Relaxation, Exercise, Nutrition, Balance, Familiarity, Conservation, Health, Healing

Self-efficacy, Competence, Strength, Power, Protect, Competitive

Creativity, Beauty, Celebration, Flow, Play, Leisure, Humor, Self-expression, Procreation

Clarity, Productivity, Reliability, Work, Problem-solving, Organization, Order

Openness, Sensory stimulation, Adventure, Wonder, Exploration, Discovery, Novelty, Challenge, Learning, Consumption, Risk

Love, Empathy, Support, Connection, Interdependence, Belonging, Community, Cooperation, Soothing

Standard-Setter

Relational

Curious Adventurer

Executive Manager

Creative

Meaning Maker

Mindful Self

Autonomy

Body Regulator

Confidence
Coach needs that generate resistance

1. To be the expert – fixer
2. To know the answer – smarty pants
3. To be needed - rescuer
4. To be in control - taking on responsibility
5. To be right - imposing biases, judgments, motives
6. To look good – impressing
7. To be better than other – competing
8. To be special – it’s about me
Coach needs that generate rapport

1. To be benevolent
2. To be empathetic
3. To be curious
4. To be purposeful
5. To be creative
6. To seek clarity
7. To be confident
8. To be grateful
Biology: Autonomy
Needs & Drives: Autonomy

Self-determination
Self-actualization
March to own drummer
Authenticity
Freedom to choose
Biology: Body Regulator
Needs & Drives: Body Regulator

Safety
Security
Stress & recharge
Balance
Vitality
Biology: Confidence
Needs & Drives: Confidence

Competence
Strength
Power
Protect
Biology: Creative
Needs & Drives: Creative

Spontaneous
Nonlinear thinking
Generate ideas
Impulsive
Play
Humor
Biology: Curious Adventurer
Needs & Drives: Curious Adventurer

Novelty
Risk
Adventure
Change
Exploration
Biology: Executive Manager
Needs & Drives: Executive Manager

Organize
Linear analysis
Productivity
Biology: Relational
Needs & Drives: Relational

Love
Compassion
Nurture
Serving others
Biology: Standard Setter
Needs & Drives: Standard Setter

Self-esteem
Self-image
Measure & Evaluate
Judge
Fairness
Biology: Meaning Maker
Needs & Drives: Meaning Maker

Quest for answers
Find meaning
Zoom out to big picture
Inner coach
What’s next?

Harvard Health book
Coaching models
Research
If a living system is suffering from ill health, the remedy is to connect it with more of itself.

Francisco Varela

Chilean biologist, philosopher, neuroscientist
Strengths-based multiplicity of mind

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