

OPTIMISING YOUR OWN PERFORMANCE – COACHING RESULTS

The purpose of this document is to share the experiences of those who have received Optimising Your Own Performance (OYOP) coaching. The below quotes have been split into three categories:

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|---------------------|------|
| 1. Work related | Pg 1 |
| 2. Non-work related | Pg 5 |
| 3. Parenting | Pg 8 |

WORK RELATED:

Result	Experience of OYOP Coaching	Name / Role
New Career Opportunities	“I worked in one organisation for a long time (>19 years) and found that OYOP coaching gave me both the confidence and the interview technique to make the transition to a new job, which has opened a wider range of career possibilities for me.”	Matt, Service Delivery Manager
Decision Making	<p>“I’ve had a 10-year coaching arrangement with Ashley Bookman which has led to significant changes in my:</p> <ol style="list-style-type: none"> 1. Rational, grounded decision-making 2. Strategies to avoid time consuming organisational politics 3. Personal self-confidence” 	Andy, Group Sales & Marketing Director
Managing Staff	“When a member of my team returned from a period of extended leave her perception was that others in the team were being given better opportunities. Without OYOP coaching I think the situation would have escalated in an unhelpful and time-consuming way. Because of my OYOP coaching I am now able to have clear and straight conversations with people which has resulted in a more transparent and progressively mature culture in the team.”	C, Service Assurance Manager
Influence	“Having previously doubted myself and my value (I’m in my mid 40s) I used OYOP coaching to get a clear sense of my capability and build up some behavioural skills. I now have a clearer voice and greater influence in the boardroom which has contributed to my confidence levels and made me far more productive. “	Edwina, Head of Marketing and Business Development

**Regaining
Perspective**

“A few years ago, I was involved in a complex project to move our entire business to a new building, including offices and laboratories, whilst minimising the disruption to the business. During the project, I received some coaching from Ashley in which my paradigm of having 'mountains ahead of me to climb' was challenged and explored. This allowed me to regain perspective and significance (there were no mountains) and create the ordered mind to prioritise and address the various tasks more effectively.”

Sue, CEO

**Confidence and
Delivery**

“I had an OYOP coaching session about my own self-belief and I realised that like many people I was prone to have good ideas and talk about them but not necessarily put them into practice. The improvement in my self-belief has meant that I've started to do more things for the organisation and the people I work with.”

**Sean, Finance
Operations Manager**

Promotion

“The OYOP sessions really helped me to put everything back into perspective. I was due to start a higher grade job and because of the insights this programme provides I was able to see how I'd rested my self-esteem on excelling at work. OYOP has helped me to build healthier and more robust self-esteem, and recognise those moments when I can make better decisions for myself. I was able to meet the challenges of my new role, which I wouldn't have done without Momentum.”

**Susannah,
Environment Agency**

**Transforming
Life at Home and
Work**

“OYOP and coaching has changed my entire approach to my work, which in turn has had a hugely positive impact on my personal life. I've suffered from anxiety most of my life, in recent years having it amplified by a stressful job and fast paced lifestyle. OYOP has allowed me to create head space for the important things by using a more grounded perspective. The results are a much better, conscious self-awareness which has been simply transformational both at home and in the office.”

**Jacques, Director of
Managed Services**

Transformational Mindset

“I was new into my role and a pattern of difficult performance meetings was starting to emerge with my boss. We were speaking to each other but not communicating; meetings would sometimes veer off and start to take quite a negative tone and result in us both maintaining the opposite position on issues and cementing our very different attitudes and positions. Issues were not being resolved. Incorrect statements and assumptions were not being challenged and poor behaviour was not being called out. As a result I was feeling frustrated, uncertain of my position and worried about my ability to do the job. A very stressful time.

Jo, Chief Exec

I’ve had the pleasure of some personal sessions with Ashley, attended a “taster day’ event and am near the end of an OYOP course. I am experiencing ‘lightbulb moments’ as I start to see how the Ok Corral indicators are playing out both inside me and outside me in meetings and relationships and the particular impact of my personal favourite ‘I’m not ok you’re ok’. Alongside this I have had real paradigm shifts as I start to separate identity from behaviour and develop much better listening skills so that I can sit in non-judgement and really hear what is being said.

I am a work in progress but I no longer dread my performance meetings as I can now hold myself in the ‘I’m ok you’re ok’ position and from there I can be genuinely, openly curious about my boss’s views and concerns and then take whatever action is appropriate. As an equal I am relaxed in my questioning and challenging and non-threatening. I’m also getting excited about seeing the power of the language that we use on improving our ability to communicate.”

Self-Confidence

“I was moving jobs partly because I had been working a very persecutory environment which had significantly affected my confidence. Sometimes I had struggled to manage my feelings, inspired by a pro bono mental fitness session I took up some OYOP coaching and within two sessions my confidence started to return and managed to take situations less personally and see things in a different light.”

K, IT Professional

Speaking Up

“Within my first coaching session with Ashley I became aware of how much hyperbole I, and others, use to articulate their feelings or describe a situation. Throughout the course of the session, I felt my self-awareness increase, and was able to identify instances mid-sentence which would be unhelpful or harmful to my self-esteem and change the way I spoke. This made me feel lighter and more grounded in what I was saying, so that tasks and situations felt more achievable.

As a result of the session I felt a significant shift in my self-image, I was able to speak more freely, and about things I may not have spoken about for years. I felt more grounded and my self-appreciation levels had increased making my contributions feel valid. The day after, I interjected in a meeting which made a real difference to the conversation.”

**Louise, Marketing
Manager**

NON - WORK RELATED:

Result	Experience of OYOP Coaching	Name / Role
Relieving Anxiety	<p>“I had suffered from intense anxiety for 15 years that was intense at times and for periods at a time I used to think I was having a good day if I didn’t contemplate ending my life. I was a participant on the OYOP programme and I began to see alternatives. Two coaching sessions later much of my anxiety was alleviated and I had a good sense of direction about how to continue with the upward trend.”</p>	Chris, HR Advisor
Confidence Building	<p>“I am stable and capable individual evidenced through my 67-day solo kayak circumnavigation of Mainland Britain (2012).</p> <p>During the secondary placement phase of my teacher training, my confidence was deeply undermined and I experienced a significant stress event.</p> <p>In only 30 minutes of OYOP coaching, I became grounded, my confidence was rebuilt and I recommitted to my own professional development.”</p>	Joe, Teacher and Adventurer
Stopped Self-Harming	<p>“I had engaged in self-harming behaviour and had low self-esteem for several years. Having done six talking therapy sessions helped me become more aware of and engage with my emotions but, despite alleviating them, did not end my self-harming tendencies. During several coaching sessions with Ashley, I managed to truly put in the past experiences that belonged to the past, I learned to decouple my self-esteem from my performance, and to develop a more grounded assessment of situations. Gradually, I found myself less and less “needing” to engage in self-harming behaviour and my self-esteem is stabilising. I am also taking the OYOP group programme, and am enjoying the process of building the best version of myself.”</p>	L, PhD Student
Improved Quality of Life	<p>“The conversations with Ashley have had a significant impact on my life. Now, at a deep level, I feel differently, I think differently and consequently I behave differently. With guidance, I’ve worked on</p>	Linda, L&D Manager

evolving my own paradigm so that I view and interact with the world around me with more humility for myself and others. Let me be clear, I'm early on the journey but my confidence, resilience, relationships, work prospects, kindness and gratitude are all on the rise; in essence the quality and enjoyment of my life is better."

Relationship Improvements

"I was struggling with my relationship, I had moved out and had decided it wasn't viable to continue. I had several coaching sessions which enabled me to understand better what was going on. A year later (the man who I originally thought was the man of my dreams) and I were married. I am so pleased and now feel very secure in my marriage and looking forward to the future."

Jaymini, Project Manager

Relieving Anxiety

"It took just two OYOP coaching sessions and my first OYOP workshop to alleviate the anxiety I had felt consistently for 6 years. I used the OYOP practices and now feel happier and more confident in both my professional and personal life. I now have well-set short-term goals and clear direction for my future."

Cristina, Sports & Endurance Coach

Regaining Perspective

"The pressures and responsibility of work, the pace of life and the continual problem solving was having a significantly detrimental impact on how I was viewing life and the world around me. A 1-hour personal OYOP coaching session with Ashley totally changed my perspective. I felt instantly more grounded, I remembered the things that are truly important, like family and people who really need our help, and was able to quickly tune in to the benefits of his positive approaches and reflect these in my communications with others."

Jo, Ofsted Inspector

Relationship Insights

"I was mentally exhausted, stressed, deeply unhappy and resentful yet felt paralysed to end the 14-year relationship that was a primary cause of my unhappiness. The coaching not only gave me the strength to end the relationship, it enabled me to cope with the fallout / the guilt of ending it. The coaching helped me build my self-esteem and importantly how to have more healthy relationships in the future. I've not looked back and enjoy life more than ever. What

Sara, Consultant

seemed like the hardest thing to do so at the time was made easier and less painful through the ongoing support I received.”

Improving Relationships

“I have struggled with self confidence both at work and in my personal life for most of my adult life, often feeling like I wasn’t good enough or pretty enough and constantly comparing myself to others. I was also finding myself arguing with my partner over insignificant things.

Debbie, Public Sector

The OYOP coaching from Ashley has helped me think in a different way and kept me grounded. The coaching and one to one sessions I have had, along with the OYOP practices have helped in rebuilding my confidence and self-esteem. I’m much more aware of the cause, effect and implication of situations and how I react to them. This has helped greatly in my relationship. I feel much happier and whilst I’m still learning, I have the techniques, support and guidance from Ashley to continually improve.”

Developing Kinder / Systemic Thinking

“I used to have feelings of not being good enough nearly all of the time, along with quite strong right/wrong or black and white thinking. The OYOP coaching sessions have provided ways I can look at myself and others with no judgement. I am able to be a kinder and more true person to myself and others.”

Sara, Account Manager

Dissolving Panic Attacks

“I’ve found the OYOP coaching quite helpful in identifying negative attitudes or ways of thinking that only reduce my performance and mood. Before I started I was having large motivational issues and it was affecting my productivity greatly - I wasn’t able to attend class, clinical placements, or other crucial sessions to my development. In addition to this I was also experiencing panic attacks at an increasing frequency. However, after going through just 2 sessions with Ashley, I’ve found readjustment of my thinking (facilitated by Ashley) to be incredibly helpful. This has allowed me to pick up my motivation, deal with any physical or mental issues I may face (such as my panic attacks), and be more aware of my thinking patterns as I move into adulthood.”

Krish, Medical Student

PARENTING:

Result	Experience of OYOP Coaching	Name / Role
New Capabilities	<p>"I am a single mother of two, a ten-year-old boy and a 19 year old girl. Recently I had found myself at a bit of a loss as to what to do for the best from a parenting point of view. The ten year old's father had left home 6 years ago and he was suffering from a lot of anxiety when left alone, even for a couple of minutes. In just an hour I learnt practical things that I could do that would help him settle and be more at peace with himself and with me.</p> <p>In the case of my 19 year old the relationship had got fractious and on a separate coaching session I learnt how I could use changes in my behaviour to rekindle the harmonious relationship we used to have a while ago. I am really pleased that we're getting on so much better now."</p>	Hayley, Public Sector Administrator
More Enjoyable Family Life	<p>"As a father of two very different children (age, gender and temperament), I have found OYOP to be very useful in improving my parenting. Fewer of my conversations turn into arguments, and I am more confident and capable supporting, challenging and rewarding them - home life is noticeably more enjoyable as result."</p>	Matt, Service Delivery Manager & Father of 2
Game-changed Relationship with Autistic Son	<p>"OYOP coaching sessions have improved my relationships with my family. By helping me to understand more about paradigms, OYOP coaching has led to better communication, particularly with my 9-year-old son who has Autism. The daily meltdowns he used to experience are now rare and he is playing football for the school team, which I never imagined possible."</p>	Edwina, Head of Marketing and Business Development & Mother of 2
Improved Self-Esteem	<p>"[Through OYOP] I was able to see how I'd rested my self-esteem on excelling at work and being a good mother. I now have healthier and more robust self-esteem, and recognise those moments when I can make better decisions for myself. I was able to meet the challenges of my new role, which I wouldn't have done without Momentum. I've also been teaching my son to</p>	Suzannah, Environment Agency & Mother of 1

see mistakes and failures as positives, that these things help us to get even better at what we're doing."

