



Coach Approach Ministries Podcast

Episode 147: Grace Earned Her PCC

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- Brian Miller: This is Brian Miller, Executive Director of Coach Approach Ministries, CAM for short. I'm joined here today by the newest PCC coach. I don't know maybe someone got in sooner. She just did a hands above her head, a little cheer. Grace Dyson. Welcome to the podcast, Grace.
- Grace Dyson: Thank you, Brian.
- Brian Miller: It's tough to get your PCC so we celebrate with you today. We wanna find out some, I don't know, tips, tricks, encouragement for how to get your PCC. Can you help us out?
- Grace Dyson: I'd be glad to, what I know anyway. I think one of the things that was really helpful to me, I have a friend who was my coach, still ... we still coach each other from time to time. We walked through the process together. She's going to get it a little bit later, but we kept each other honest on getting our training done. That really helped. It helps to have accountability as we as coaches know. We did that together. We kept track. We kept an Excel document just keeping track of all of our coaching and whenever we had the opportunity. I will say, in hindsight, I wished that I had kept up and not waited til year three of my ACC running out-
- Brian Miller: Yeah, right. Right.
- Grace Dyson: Because you're kinda cramming at that point. I learned a lot in one year, let me tell you.
- Brian Miller: That's what I've found. You have to become a PCC person-
- Grace Dyson: Yeah.

Brian Miller: To pass that test.

Grace Dyson: Yes. Yes. It makes you very conscious of what you're doing, so you don't get in the automatic mode with coaching. Even when you know models, you can get a little automatic. Knowing that you're not just ... you're not gonna be able to fudge this thing, you've got to-

Brian Miller: That's right.

Grace Dyson: Follow the steps and go through in order to be able because they're very precise in how they're measuring you.

Brian Miller: Let's go back to the beginning before we dive too far in here.

Grace Dyson: Sure.

Brian Miller: How did you get into coaching?

Grace Dyson: Oh, great story. I actually graduated from college with a degree in broadcast production-

Brian Miller: Oh, okay.

Grace Dyson: Yeah. I spent all of my, I'll say first career now, in the media field, but I always had a passion for helping people with their careers, always had a passion for helping people figure out and uncover who they are, particularly young people. I was doing a lot of ... I guess I didn't really call it coaching at the time, but I was doing a lot of helping people. I realized that I was having some success at it. I never wanted to do anything that hadn't been really trained well for. I started researching, and this is a while ago now. I started researching. I'll tell you how far away it was. I was searching on the Alta Vista browser.

[laughter]

Brian Miller: Yeah. Many of our listeners might not even know what that is.

Grace Dyson: Yeah.

Brian Miller: There was-

Grace Dyson: That's a long time-

Brian Miller: Chrome. There's-

Grace Dyson: ago.

Brian Miller: Safari-

Grace Dyson: That's right.

Brian Miller: There's Firefox, but Alta Vista's a ways back. Yeah.

Grace Dyson: Yeah. It's a ways back. I was putting in words with plus signs. I'd put in career. I'd put in training. I'd put in all kinds of words that I knew what I was doing with people but I didn't really know that it was as formal, because at one time in my life I had looked into career counseling and I knew that wasn't exactly what I wanted to do because there's a difference. I started getting back all of these returns talking about coaching. As the young people would say now, I said, "Is this a thing? Are people really doing this?"

Brian Miller: Right.

Grace Dyson: I got so excited about it. I saw a book by David Wilkerson.

Brian Miller: Okay.

Grace Dyson: Yeah. He was talking about this coaching that people were doing. I found out he was doing a seminar in Atlanta. I was traveling a lot at the time, but it was one weekend I was gonna be in town. I signed up, showed up much like Cinderella at the ball with no script. I was in a room full of coaches-

Brian Miller: Yeah.

Grace Dyson: Professional coaches.

Brian Miller: Wow.

Grace Dyson: It was three days. It was three day weekend training. And I was hooked.

Brian Miller: Felt like you were at home.

Grace Dyson: I did. I felt like-

Brian Miller: Yeah. These-

Grace Dyson: I was among my people.

Brian Miller: My people. These are my people.

Grace Dyson: That's exactly right. I met a lady there and we were in the book signing line together. She said, "So what are you doing?" I said, "I have no idea." She hands me her card and she said, "Well, if you wanna figure it out, call me."

Brian Miller: Wow.

- Grace Dyson: I put the card on my dresser at home. I stared at it for three weeks and then I called her. She said, "I will help you walk through this process together." At the end of that process, I decided that I was going to get trained as a coach. I started with Susan Whitcomb's Certified Career Management Coach-
- Brian Miller: Okay.
- Grace Dyson: Training, and did several training sessions after that. I actually knew 10 years before I left my corporate job that my next move would be as a coach. My leadership, they were very gracious in allowing me to be able to help people. Sometimes people would send their employees to me. It wasn't my official job. I was actually over training and development. They would say, "Well, I heard that you can help me figure out my career."
- Brian Miller: Wow.
- Grace Dyson: I'd say, "Who sent you to me?" "My boss." I'm like, "Okay." When I left, I was known more as a coach than as a trainer.
- Brian Miller: Nice.
- Grace Dyson: I knew when I left, I immediately started going for the ACC-
- Brian Miller: Let me stop you there 'cause I'm just ... I'm so curious about this story.
- Grace Dyson: Yeah.
- Brian Miller: I don't know the answer to this. People started recognizing the coachy-ness in you while you were still in corporate. Did you have any opportunities to shift your position or create opportunities for yourself as a coach within the organization? Because I think that's something that a lot of our listeners could do is find a way to shift their position-
- Grace Dyson: Yes.
- Brian Miller: Or create some opportunities for them in their current position.
- Grace Dyson: I highly, highly recommend it. It's absolutely what happened. I could get my work done very quickly. The last position that I took, in the interview, my boss and I had the conversation that said, "I know you're a coach. You know you're a coach. Long as you get your work done, it doesn't matter."
- Brian Miller: Okay.
- Grace Dyson: I was able to do it, but it also became a little bit more official because the organization had business resource groups. They had parenting groups and

women's groups. They were all doing professional development. They would ask me to deliver those coach training-

Brian Miller: Oh-

Grace Dyson: Sessions.

Brian Miller: Yeah.

Grace Dyson: I did some group coaching, which I absolutely love. Then I could also sit down and work with a group on their career development goals.

Brian Miller: Yeah.

Grace Dyson: I was being asked lots of ... from lots of departments to come in and do their annual meetings. I think the largest group was ... it was about 200 people from the accounting department. I said yes before I knew the number.

Brian Miller: Yeah. Wow. Wow.

Grace Dyson: Yeah.

Brian Miller: Were you able to count some of that as logged hours for your ICF?

Grace Dyson: For the one-on-ones. The ICF limits the number of group coaching-

Brian Miller: Yeah.

Grace Dyson: To a small amount.

Brian Miller: Right.

Grace Dyson: Definitely all of the coaching, the official coaching that I did because once I got trained, I understood now how to recognize what was real coaching and what wasn't.

Brian Miller: Yeah. I was-

Grace Dyson: I couldn't-

Brian Miller: Just curious if-

Grace Dyson: Yeah.

Brian Miller: Your organization allowed-

Grace Dyson: Oh yeah.

Brian Miller: Recognized that.

Grace Dyson: Yeah.

Brian Miller: Oh, that's fantastic.

Grace Dyson: Right-

Brian Miller: Good for you-

Grace Dyson: Because I brought it back into my department.

Brian Miller: Yeah.

Grace Dyson: It wasn't just, "Hey, let Grace get trained and go off and do ... have fun stuff." I brought it back into my department. We've gotta add value. We can't just ask for them to give us everything-

Brian Miller: Well, right-

Grace Dyson: And we don't give them anything back-

Brian Miller: Right.

Grace Dyson: You know? Yeah.

Brian Miller: Did it also happen to affect your leadership within your organization?

Grace Dyson: You mean in terms of promotion or something like that?

Brian Miller: No, I mean in terms of did you take a coaching mindset to your own leadership or even leadership-

Grace Dyson: Oh, yes.

Brian Miller: That showed up in your department?

Grace Dyson: Oh, absolutely. When I first started coach training, I just sort of did it on my own kind of like as a secret. Nobody knew I was doing it.

Brian Miller: Right. Right.

Grace Dyson: I realized that with my team that I had, and my team was a group of trainers at the time, sometimes I ... I was always a natural questioner, but they always thought I knew the answer when I was asking the question. I realized from my coach training that that was putting stress on them. I had to change the way that I allowed them to grow ...

Brian Miller: Yes.

Grace Dyson: And ask questions in a way that we realized we were partners, that I wasn't trying to trick them.

Brian Miller: Wow.

Grace Dyson: It absolutely changed how ... myself as a leader. I was able to do some leadership development with other leaders, too, to let them know there are coaching skills that you can use even if you don't have the title of a coach, that will grow your team.

Brian Miller: Absolutely.

Grace Dyson: Getting them to practice that out, because you're so ... as a leader, you're so focused on getting the job done that sometimes you don't realize this job could be a little easier if you engaged your team in a positive way.

Brian Miller: I'm doing my doctorate work on that, so I'm secretly taking notes for my thesis paper here.

Grace Dyson: That's okay. We're together.

Brian Miller: You just got footnoted. Grace Dyson just got footnoted right there.

Grace Dyson: Ah. I love it.

Brian Miller: I do, too. I do, too.

Grace Dyson: Yeah.

Brian Miller: Let's move ahead towards you're ... now you're getting ready to get PCC. Have you left corporate by that point?

Grace Dyson: I have. I have. Yeah. I've been three years.

Brian Miller: As you start in, 'cause ... your ACC's running out. You've gotta hurry. You've got a partner. Where did you find your partner?

Grace Dyson: She was the same lady that was in the book-

Brian Miller: Same lady.

Grace Dyson: Signing line with me. Yeah. We've hung together for a number of years. Yeah.

Brian Miller: That happens.

Grace Dyson: Yeah.

Brian Miller: We've seen that people coming through our own coach training.

Grace Dyson: Yes.

Brian Miller: We encourage it.

Grace Dyson: Yes.

Brian Miller: You meet people in the coach training. Keep those relationships.

Grace Dyson: Yes.

Brian Miller: I've seen that multiple times now. That's a great way to think about getting your PCC or any credential-

Grace Dyson: Yes.

Brian Miller: Or even a practice started-

Grace Dyson: A plug here-

Brian Miller: Is this encouragement.

Grace Dyson: I did the Global Leadership Training.

Brian Miller: Okay.

Grace Dyson: My mentor coaching the Coach Approach Ministries.

Brian Miller: Gotcha.

Grace Dyson: Yeah.

Brian Miller: Well, that mentor coaching probably put you over the top.

Grace Dyson: You know it did.

Brian Miller: I don't know. I'm sure the other training was 'okay.' I'm just teasing. I'm just teasing. No, that's fantastic. You're working toward it. What are some of the things you did to prepare yourself for PCC? Did you have to get more training?

Grace Dyson: Well, I did a lot of my professional development training, some of the things that they count-

Brian Miller: Right.

Grace Dyson: And some of the things that they don't count, but I also went on the ICF website and read the markers.

Brian Miller: Yes.

Grace Dyson: Several times I read the markers.

Brian Miller: You can go to Alta Vista, or probably to Google today would be better-

Grace Dyson: Yeah.

Brian Miller: And you can Google ICF PCC markers.

Grace Dyson: Right.

Brian Miller: It's kinda hard to find on the website. You can find it-

Grace Dyson: Yeah.

Brian Miller: But I would just Google it. We encourage that for sure.

Grace Dyson: Yeah. I also called the ICF and-

Brian Miller: How'd that go?

Grace Dyson: It was invaluable-

Brian Miller: Wow.

Grace Dyson: Because there were some things that I thought I had to do that I had already qualified for. Having that conversation with them, because it's ... there's a lot of information on the ICF website.

Brian Miller: Yes.

Grace Dyson: At times, it can be a little overwhelming in trying to understand it all. The-

Brian Miller: What application did you use?

Grace Dyson: What application-

Brian Miller: Portfolio, ACTP?

Grace Dyson: Oh. I did portfolio.

Brian Miller: Oh my goodness.

Grace Dyson: Yeah. Yeah.

Brian Miller: I looked at the PCC portfolio.

Grace Dyson: Yeah.

Brian Miller: You might as well be trying to apply for membership in Santa Claus' elves or something. It's almost impossible. I think they put that together to say, "Yeah, don't do this."

Grace Dyson: Well-

Brian Miller: You did it.

Grace Dyson: I did.

Brian Miller: Oh, you called them. Did they answer the phone?

Grace Dyson: Yes.

Brian Miller: I'm just literally curious. They just answered the phone?

Grace Dyson: Yeah. They did answer the phone.

Brian Miller: Okay.

Grace Dyson: I was able to speak to someone who ... that I ... I made a list of questions because I literally had to just get a notebook-

Brian Miller: I did. It was-

Grace Dyson: I printed out everything-

Brian Miller: Yeah.

Grace Dyson: Then I had little check boxes-

Brian Miller: Yeah.

Grace Dyson: When I completed something.

Brian Miller: Yeah.

Grace Dyson: You really have to keep track of your stuff.

Brian Miller: Yes.

Grace Dyson: You really do.

Brian Miller: That's why we encourage a Coach Approach or ASCTH.

Grace Dyson: Okay.

Brian Miller: ACSTH, which-

Grace Dyson: Yeah.

Brian Miller: So you don't have to go through all that.

Grace Dyson: Yeah. Yeah.

Brian Miller: Anyway, yeah.

Grace Dyson: Yeah.

Brian Miller: Oh my goodness.

Grace Dyson: Yeah.

Brian Miller: You called them up? It's just funny 'cause you think the ICF are the people that actually are there. I've never called them.

Grace Dyson: Yeah. Yeah.

Brian Miller: They answered the phone-

Grace Dyson: Yes.

Brian Miller: Said, "Here's some things you don't have to do. Here's what you need to do."

Grace Dyson: Yeah.

Brian Miller: Very helpful.

Grace Dyson: Right. Right. Very, very helpful.

Brian Miller: Okay.

Grace Dyson: I thought, "I'm going to get this done somewhere in the fall."

Brian Miller: Yeah.

Grace Dyson: Brian, New Year's Eve.

Brian Miller: I was gonna go out, but now I'm not.

Grace Dyson: Yeah. No. As it turned out, normally I'm at our church on New Year's Eve, but I was sick. I literally was sitting at the table. Don't wait til the last minute-

Brian Miller: Yeah.

Grace Dyson: Because it's a long process. On the day that you actually submit, as you know, it's a long process.

Brian Miller: Yes. Yes.

Grace Dyson: Yes.

Brian Miller: Even-

Grace Dyson: Hours. It's hours.

Brian Miller: Even the shorter version 'cause I went ASCTH.

Grace Dyson: Yeah.

Brian Miller: I'm getting the letters wrong.

Grace Dyson: Yeah.

Brian Miller: That was long enough.

Grace Dyson: Yeah. Yeah. Did that and exhaled and-

Brian Miller: Yeah.

Grace Dyson: Then just sat for a couple of months and waited.

Brian Miller: Let's talk about your recordings. You had to get recordings. You have to get them transcribed.

Grace Dyson: Yes.

Brian Miller: Did you find yourself recording lots and lots of clients?

Grace Dyson: I did four.

Brian Miller: Okay.

Grace Dyson: I did four. Everyone was very gracious. I explained to them what I was doing, and just had to get their permission and everything. They were real. The clients that I used got so much value out of it, 'cause you ... let's be honest. You're at the top of your game when you're recording.

Brian Miller: You're trying to be.

Grace Dyson: You're trying to be.

Brian Miller: Yeah.

Grace Dyson: That taught me a lot about myself as well. I did four, ended up using the last two.

Brian Miller: Okay.

Grace Dyson: The first two, I found so much fault within my own self. I was just like, "I don't know if I could use these two."

Brian Miller: Yeah.

Grace Dyson: They were okay. They were fine. The clients were able to gain value out of them, but I didn't know if they were suitable for the recordings. I really-

Brian Miller: How'd you find out?

Grace Dyson: When I submitted it and they came back and told me-

Brian Miller: You didn't have anybody listen to them?

Grace Dyson: No. I started to, but I ran out of time.

Brian Miller: Yeah.

Grace Dyson: That's why I'm saying you need to put a good month in between you and whatever deadline you're working on.

Brian Miller: Yeah.

Grace Dyson: That was it. I had spoken to two of my coach friends and had said, "Could you listen to it," but at that point, because I had to get them transcribed-

Brian Miller: Yes.

Grace Dyson: And I cannot think of the name of the program I use. Maybe it'll come back to me, but there was a program I found that I could submit the MP3 recording-

Brian Miller: Yeah.

Grace Dyson: And it would spit me back out a transcript that I could ... I had to listen to it because sometimes words were not clear.

Brian Miller: Right.

Grace Dyson: It allowed you to be able to see the ... you see the audio file and the transcript and then you could correct the transcript.

Brian Miller: Yeah. We use rev.com right now, R-E-V.com. It's-

Grace Dyson: Okay. Rev. Okay.

Brian Miller: It's about a dollar a minute probably-

Grace Dyson: Yeah.

Brian Miller: But-

Grace Dyson: Yeah.

Brian Miller: They do a good job and get-

Grace Dyson: Yeah.

Brian Miller: It back really quick.

Grace Dyson: Yeah. Yeah. I think mine wasn't a dollar a minute. It was much less than that actually-

Brian Miller: Yeah.

Grace Dyson: Because I don't ... I think each recording ... I went almost an hour on both of them.

Brian Miller: Oh my.

Grace Dyson: Yeah. Each recording I think it cost me about six bucks. Yeah.

Brian Miller: I interviewed somebody that got their MCC and they said, "Not everybody's an MCC client."

Grace Dyson: Oh. Uh-huh.

Brian Miller: Which makes sense to me. It might sound-

Grace Dyson: Sure.

Brian Miller: Bad, but I think, "No-"

Grace Dyson: No. It's the truth.

Brian Miller: I understand-

Grace Dyson: Yeah.

Brian Miller: That.

Grace Dyson: Right.

Brian Miller: Not everybody's prepared to think that deeply or-

Grace Dyson: Right.

Brian Miller: Did you find that at all out of your four that you ... or even as you were picking four people to record? You're thinking, "Here's who I need to coach."

Grace Dyson: I think I wish I had done that. The first person that I chose, I'm not sure. We went through it, but I'm not sure that it demonstrated enough, just particularly because of the subject matter. I told all four of them the same thing, why I was doing it, but that I wanted this to be something very real to them. I gave them the session, so they were very engaged and excited.

Brian Miller: Yeah.

Grace Dyson: I think probably the last two were just ... they just had a richer ... a better sense of readiness and a better sense of, "I'm gonna make the most out of this fantastic session." They were real. Honestly, once we hung up, they kept talking about how much they got out of it-

Brian Miller: Yeah.

Grace Dyson: Which challenged me as a coach to really make sure I'm always continuing to develop myself to make sure that I can give the best to my clients.

Brian Miller: I love it. Anything else about the application process that you think important for our listeners to hear?

Grace Dyson: The ICF puts a sample application on the site.

Brian Miller: Right.

Grace Dyson: I printed that out. It's long.

Brian Miller: It is.

Grace Dyson: I printed that out.

Brian Miller: Like the portfolio is.

Grace Dyson: One thing I noticed, even though I had enough training, available hours, you don't have room to put it all in there. You just gotta know that ahead of time-

Brian Miller: Right.

Grace Dyson: What you're putting in because you will ... after a while it says, "Okay. Enough." That was one thing. Understanding the application, going through it. I definitely think it would help when ... to call the ICF and just validate what you believe to be true about the process-

Brian Miller: Yeah.

Grace Dyson: I think if I had just gone through it not having my friend to help me out with thinking through, "Oh, here's an opportunity to get some training, to get some hours in," and also not having called the ICF, I would've felt like I was walking that process alone.

Brian Miller: You wouldn't have had the confidence to go forward as easily. I remember when I filled out the ACSTH. I hope I'm getting those letters right.

Grace Dyson: Right.

Brian Miller: By Coach Approach, you'd have eight classes. You could only upload four certificates or something like that-

Grace Dyson: Right.

Brian Miller: Or less.

Grace Dyson: Right.

Brian Miller: I was like-

Grace Dyson: Right. Right.

Brian Miller: I thought, "I should've called them and said ..." I just put them all on one PDF.

Grace Dyson: Oh, okay.

Brian Miller: Then they sent me an email saying, "You didn't turn in enough of these." I'm like, "I did."

Grace Dyson: Yeah.

Brian Miller: Then I just attached them to the email.

Grace Dyson: Yeah.

Brian Miller: I probably should've called and said-

Grace Dyson: Yeah.

Brian Miller: I was just trying to see. Yeah, figure it out. Okay. All right. You turn in your application and you waited how long?

Grace Dyson: It's March now. I heard about three weeks ago.

Brian Miller: Okay. Wow.

Grace Dyson: Yeah. Yeah.

Brian Miller: At least two full months.

Grace Dyson: Right. They tell you it's longer than that, so I was-

Brian Miller: Yeah.

Grace Dyson: Really surprised when it actually came back. They keep you posted. They told me when my training hours had been approved, when my coaching hours had been approved. Then, the next thing I heard was the approval.

Brian Miller: You told me this story earlier.

Grace Dyson: Okay.

Brian Miller: Tell me that story again. It didn't say-

Grace Dyson: It's pretty-

Brian Miller: Your approval. It said-

Grace Dyson: Right. I got the email and it never said anywhere in the subject line or in the body of the email, "Congratulations." You get two attachments. The first attachment is the evaluation, a very detailed evaluation, of your coaching call.

Brian Miller: Wow. How was that?

Grace Dyson: Or your coaching hours. It was very detailed. It goes-

Brian Miller: Did you appreciate it? Did it-

Grace Dyson: Oh, absolutely.

Brian Miller: Very helpful?

Grace Dyson: Yes, because even though I had been approved, there's still room for improvement.

Brian Miller: Yes.

Grace Dyson: They told me what things to look out for and what things, areas, that I could have done better. You could tell. They read everything.

Brian Miller: Yeah.

Grace Dyson: They listened and read everything. They say, "In this one, you did great, but you could improve here and here." I'm grateful that it was enough to get through. I read that. Then, sometimes you see on there "not observed." It may be not observed because it wasn't a part of the call, or not observed because you didn't do it.

Brian Miller: Oh boy.

Grace Dyson: You're seeing "observed," "not observed," and then I didn't see anything else. I said, "Oh, no."

Brian Miller: Yeah, you're just assuming when you get this-

Grace Dyson: Yeah.

Brian Miller: Much red ink-

Grace Dyson: Right.

Brian Miller: That you're not passing.

Grace Dyson: Yeah. Then I got the next ... I opened the next email and it said, "Congratulations." I went, "Yay." Then I emailed everybody I knew, even some people who didn't really understand. They're like, "We're so happy for you, Grace."

Brian Miller: Yeah. I think you emailed-

Grace Dyson: That's all. I just need you to be-

Brian Miller: Me-

Grace Dyson: Happy for me.

Brian Miller: I think you emailed me and we were so ... or at least Chad.

Grace Dyson: I emailed Chad. Definitely.

Grace Dyson: I wanted to thank him because he was helpful in verifying my mentor coaching-

Brian Miller: Yeah. He's all right.

Grace Dyson: Yeah. He is.

Brian Miller: I don't want him to get a big head.

Grace Dyson: Ah.

Brian Miller: Bigger head, I should say.

Grace Dyson: Uh oh.

Brian Miller: We tease each other all the time.

Grace Dyson: I bet.

Brian Miller: You got your PCC. Fantastic.

Grace Dyson: Yay.

Brian Miller: Oh man. It's gotta be a relief, for sure, can breathe easy now-

Grace Dyson: Yeah.

Brian Miller: And they can't take it away from you.

Grace Dyson: Yay.

Brian Miller: Not easily.

Grace Dyson: Yeah.

Brian Miller: Let's talk a little bit about what you're doing now. I think it's just fascinating. You're a full time coach now.

Grace Dyson: I am.

Brian Miller: You have different kinds of clients, but what's your focus?

Grace Dyson: My heart focus is training young people because I'm still very fascinated. I'm on the board of a college in northeast Pennsylvania. I'm on college campuses quite a bit. I still see many, many students who are there but they don't know why they're there.

Brian Miller: Oh. I bet it's a majority.

Grace Dyson: Yeah. It's not just one campus or one group of people. It's every campus I go on.

Brian Miller: Right. Right.

Grace Dyson: I'm really focused in on really four main areas when I'm working with young people. The first one is that they understand who they are, they understand how they were made.

Brian Miller: Yeah.

Grace Dyson: I tell them when I'm speaking, I say, "This is not a discovering process." Now, that might sound strange, but what I mean by that is if you go out to discover something, you might find it. You might not. When you're uncovering-

Brian Miller: Yeah.

Grace Dyson: You know there's something there. As we think about how we are made, how we're fearfully and wonderfully made, we have to start with the assumption that there's something there.

Brian Miller: I remember those days. I didn't know who I was.

Grace Dyson: Right.

Brian Miller: I was trying on personas, maybe.

Grace Dyson: Yeah.

Brian Miller: I didn't really know who I was. Uncovering it would've been better.

Grace Dyson: Yeah. I want them to know there is something there.

Brian Miller: Yes.

Grace Dyson: If we lift the cover off, we have to know that there's something there.

Brian Miller: That's good news, to find out that's true.

Grace Dyson: Oh, it's beautiful.

Brian Miller: Yeah.

Grace Dyson: It's beautiful. Then I tell them, "Once you know who you are," and that's a series of maybe assessments, formal and informal, because a lot of who we are has been around for a long time.

Brian Miller: Yeah.

Grace Dyson: Right. I have a niece who is gonna graduate this year in Studio Art. I have pictures that she drew when she was two and three years old.

Brian Miller: Yeah.

Grace Dyson: She's a phenomenal artist today. I still have those ... auntie still has those pictures.

Brian Miller: You could see it.

Grace Dyson: Yeah.

Brian Miller: You could see it in her early.

Grace Dyson: Yes. Oh, very much so.

Brian Miller: Yeah. Yeah.

Grace Dyson: I'm always looking for that. Now that you know who you are, the next step is, "Where are people like you? Where are people with the skills, talents, abilities, values? Where are they?" I find that students in school don't have that visual.

Brian Miller: No, not at all.

Grace Dyson: I'm a very visual person.

Brian Miller: No.

Grace Dyson: I will go on a campus talking and I'll ask an accounting student, "Do you know any accountants? Have you ever spent a day in an accounting firm or an accounting department? Do you know what a day in the life is?" "No."

Brian Miller: The answer is no.

Grace Dyson: No. "I just know I'm good at numbers. That's all." You don't know what to do with that.

Brian Miller: Which isn't ... I'm good at numbers and accounting would've killed me.

Grace Dyson: Yeah. No. See? There's all different ways to apply it.

Brian Miller: Yeah.

Grace Dyson: Now I think that is more of the informational interviews. Now it's time to go out and start seeing what this looks like. I teach students how to do informational interviews. I've had students get jobs from informational interviews.

Brian Miller: Oh, I bet. I bet.

Grace Dyson: Yeah.

Brian Miller: 'Cause they're showing interest and they're being curious.

Grace Dyson: They're good.

Brian Miller: Yes.

Grace Dyson: From there, now we can talk about school. I don't think we can talk about school until we know who you are and what it looks like in the world around you. It's often the other way around.

Brian Miller: The coaching aspect there is you start with where they wanna go. They don't even know where they wanna go, but you don't start with where they are. You start with where they're gonna go and you-

Grace Dyson: Right.

Brian Miller: Help them figure that out. Then you go back to school.

Grace Dyson: Yes.

Brian Miller: The present.

Grace Dyson: Yes.

Brian Miller: Now that we know where we're going.

Grace Dyson: Right.

Brian Miller: Beautiful.

Grace Dyson: Because school, any kind of education, is an answer to a question.

Brian Miller: Mm-hmm (affirmative).

Grace Dyson: How am I going to get trained to do X, Y, and Z? What am I gonna do with this skill that I have? Oh, okay. Let's get educated. When I realized that I was ... I had a raw skill, what's called a raw talent, in being able to help people from a coaching perspective-

Brian Miller: Yeah.

Grace Dyson: My first thing was, "You gotta get trained. You can't just guess your way through this."

Brian Miller: Yeah.

Grace Dyson: These are people's lives. That's when I think the education piece comes in. All this can happen fairly quickly.

Brian Miller: Yeah.

Grace Dyson: It's often not happening until they've gone all the way through school. I tease them. I tell them the story of the purpose fairy. I said, "Those of you who are waiting for your purpose to show up, you're kind of waiting on the purpose fairy." Then they look at me all funny. I go, "You don't know the purpose fairy? She's kind of like Santa Claus and the Tooth Fairy. There's only one of them."

Brian Miller: Yeah.

Grace Dyson: "This poor girl, she has to go to every school all over the world-

Brian Miller: Right. Right.

Grace Dyson: "And drop purpose dust on all the students and then woo!, they know who they are. The only problem is, she might not show up until your last semester."

Brian Miller: Right.

Grace Dyson: "Then what? What do you do then?"

Brian Miller: Right.

Grace Dyson: I stop the story there and they look at me. I go, "What do you do then?" They'll say, "We have to stay here longer?" If you're lucky. If you're able to. There's nothing magical that's gonna happen. I may get in trouble, but I think it's ... I think we need to stop telling students so much, "You'll figure it out when you get in." They're not gonna figure it out unless some intentional coaching activity happens.

Brian Miller: Yeah. Absolutely. We saw that. Our daughter went into ... she started out pre-med. Then she went a different ... a slightly different way. She didn't know all

that was in there. We didn't tell her what to do. We just asked a lot of questions and-

Grace Dyson: Right.

Brian Miller: Said, "You've got to be the expert of this."

Grace Dyson: Yes, absolutely.

Brian Miller: Yeah. Yeah.

Grace Dyson: That's freeing for them to know that they're the expert.

Brian Miller: Who else is gonna be?

Grace Dyson: Who else is gonna be? Right. Right. That's very freeing. That's where I think that our profession is so valuable, not just for that student, but for their families-

Brian Miller: Oh, for sure.

Grace Dyson: For ... I like to help parents understand their role in that. These are wonderful people who are concentrating on keeping kids alive and well.

Brian Miller: Yeah.

Grace Dyson: They also are the keepers of history and having seen this child at eight years old, at six years old, and they can connect the dots to the future, because God doesn't do anything without a purpose.

Brian Miller: That's beautiful. You've got a podcast. We're about out of time here, Grace, but you got ... I wanna make sure we plug your podcast.

Grace Dyson: Okay.

Brian Miller: It is The Parent As Career Coach, so the parent needs to be providing some of this coaching to their child-

Grace Dyson: Yeah.

Brian Miller: Probably starting as early as possible is what I would guess.

Grace Dyson: Sure. Sure.

Brian Miller: You could go to iTunes and get The Parent As Career Coach Podcast.

Grace Dyson: Yes.

Brian Miller: You could also go to lifedesigncareers.com. That's a great place to find out more about Grace Dyson as well, PCC coach.

Grace Dyson: Yay. Thank you, Brian.

Brian Miller: Grace, oh, I appreciate you joining me today very much. Thank you so much.

Grace Dyson: Thank you for having me. It was a pleasure to be here.

Brian Miller: Oh, sure. Thanks for everybody listening to this week's podcast. Coach Approach Ministries is a nonprofit coach training school with over 15 years of experience training more than two thousand coaches. Let us know how we can help you start or further your career by visiting us at coachapproachministries.org or email me at bmiller@ca-ministries.com. We'll see you next week.