

00:31:36 Laila Keith: welcome everyone!  
00:31:55 Susan Metros: <https://www.linkedin.com/in/metros/>  
00:32:52 Tiffany (Host): <https://www.icfla.org/how-to-join/>  
00:32:56 Andrew Carroll: <https://www.linkedin.com/in/andrew-stephen-carroll-acc/>  
00:33:02 Rachel Rodriguez: <https://www.linkedin.com/in/rachel-rodriguez/>  
00:33:27 CrossRoads IT Group - Dr. Vanessa G. Hall: Excited to be here today. [www.linkedin.com/in/dr-vanessa-g-hall](https://www.linkedin.com/in/dr-vanessa-g-hall)  
00:38:22 Susan Metros: Eisenhower Quadrant  
00:38:43 Rachel Rodriguez: Lately, I like using the Cycle of Renewal from the Hudson Institute.  
00:38:57 Amy Mallow: I don't use one!  
00:39:35 CrossRoads IT Group - Dr. Vanessa G. Hall: Transformation Framework based on Speed of Trust by Covey..  
00:39:55 Rachel Rodriguez: I haven't taken their work, but would like to also. The model is readily found online and is here:  
00:40:20 Rachel Rodriguez: Of course!  
00:47:00 Tiffany (Host): What's coming up for you about how these are characterized:  
00:47:23 Susan Metros: I am surprised how many basic needs are NOT met in many work environments!  
00:47:32 Ted Imes: How do these needs vary across the generations?  
00:47:39 Tiffany (Host): Reacted to "How do these needs v..." with 💡  
00:47:50 Rachel Rodriguez: +Ted, interesting question on generational nuances.  
00:47:50 Tiffany (Host): Reacted to "I am surprised how m..." with ❤️  
00:50:06 Ted Imes: Which employee, Gen X,Y Z Babyboomer?  
00:51:14 CrossRoads IT Group - Dr. Vanessa G. Hall: Powerful... so true... ..  
01:04:33 Laila Keith: "Needs are invisible" Andrew Carroll 🙏  
01:04:44 CrossRoads IT Group - Dr. Vanessa G. Hall: Reacted to "'Needs are invisible...'" with ❤️  
01:08:30 Rachel Rodriguez: Reacted to "'Needs are invisible...'" with ❤️  
01:13:20 Tiffany (Host): <https://www.aretecoach.io/post/ask-impactful-coaching-questions-using-bloom-s-taxonomy>  
01:13:44 Rachel Rodriguez: Heard of it, but not spent time with it.  
01:14:00 Tiffany (Host): Replying to "Heard of it, but not..."

Here's your chance!

01:14:11 Rachel Rodriguez: Reacted to "Here's your chance!" with 😊  
01:16:35 Tiffany (Host): Bloom's Action Verbs:  
[https://drive.google.com/file/d/1luxXWDxkToY4cnyDKBk9vM4m\\_UZgdwNXb/view?usp=drive\\_link](https://drive.google.com/file/d/1luxXWDxkToY4cnyDKBk9vM4m_UZgdwNXb/view?usp=drive_link)  
01:18:46 CrossRoads IT Group - Dr. Vanessa G. Hall: Can you recall a time when?  
01:18:56 Andrew Carroll: How do these ideas relate to one another?  
01:18:57 Laila Keith: tell me about a time, tell me more  
01:19:24 CrossRoads IT Group - Dr. Vanessa G. Hall: List your super powers  
01:19:35 Dr. Kevin Gazzara: how have you seen this work before?  
01:19:56 Laila Keith: Reacted to "List your super powe..." with ❤️  
01:20:53 Laila Keith: this is impactful when clients are stuck!  
01:23:01 Tiffany (Host): Love that - how would you test something...  
01:23:29 Tiffany (Host): LOVE to 'reverse engineer'  
01:27:00 Rachel Rodriguez: How about: What would the resilient response be? (Might be a cousin to these question types)  
01:28:06 CrossRoads IT Group - Dr. Vanessa G. Hall: LOVE IT  
01:30:11 Dr. Kevin Gazzara: a great approach, thanks for sharing  
01:32:07 Dr. Kevin Gazzara: Maslow's Hierarchy Of Needs In Your Organization: How To Support Your Employees At Every Stage  
<https://www.forbes.com/sites/forbeshumanresourcescouncil/2021/06/10/maslows-hierarchy-of-needs-in-your-organization-how-to-support-your-employees-at-every->

stage/

01:33:44 Dr. Kevin Gazzara: How Maslow's Hierarchy of Human Needs Explains Your Behavior <https://scottjeffrey.com/basic-human-needs/>

01:39:58 Rachel Rodriguez: It's a great model to help build TQ (Transition Intelligence), and normalize where they may be.

01:40:35 Rachel Rodriguez: Also interesting to use as a lens on them individually, for their team, their org, sr leadership vs. the rest of the org, our country, and world. Lots of intriguing application.

01:40:39 Dania Barbosa: Reacted to "The Cycle of Renewal.docx" with 👍

01:40:51 Susan Metros: Ask Impactful Coaching Questions Using Bloom's Taxonomy: <https://www.aretecoach.io/post/ask-impactful-coaching-questions-using-bloom-s-taxonomy>

01:41:08 Amy Mallow: Reacted to "The Cycle of Renewal.docx" with 👍

01:44:37 Dr. Kevin Gazzara: Coach and consulting assessment <https://magnaleader.co/QuickAssessment>

01:45:24 Rachel Rodriguez: Start / Stop / Continue: it's portable or 'sticky' (can stick in their minds to use on their own, too)

01:45:32 Amy Mallow: Reacted to "Start / Stop / Conti..." with ❤️

01:46:04 Tiffany (Host): Replying to "Start / Stop / Conti..."

[https://www.linkedin.com/posts/daniabarbosa\\_coaching-foundercoaching-coachingmindset-activity-7198711529804836868-s01k?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/daniabarbosa_coaching-foundercoaching-coachingmindset-activity-7198711529804836868-s01k?utm_source=share&utm_medium=member_desktop)

01:49:17 Laila Keith: great point Tiffany!

01:53:59 Laila Keith: thank you everyone for the engagement and great discussion!

01:54:27 Innovative Coach: Please email chat. I'm on phone now

01:55:30 Amy Mallow: Fabulous program! Thank you!

01:56:23 Tiffany (Host): <http://www.icfla.org>

01:56:24 Rachel Rodriguez: Laila and Susan, thank you! And Tiffany and all - great session.

01:57:39 Innovative Coach: Send me a plane ticket please 🙏

01:59:06 Amy Mallow: Reacted to "Send me a plane tick..." with ❤️

01:59:12 Dania Barbosa: TY Tiff, Leila, and Susan!

01:59:14 CrossRoads IT Group - Dr. Vanessa G. Hall: Spirit of Excellence planning and presenting... definitely will tag others. Thank you Tiffany, Laila, and Susan.