

Insight to create change in action

Welcome

International coaching week 2025



Creating Space to Expand

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Agenda

- Welcome
- Some basic models to create insight
- How do we support clients in making the insight stick after the session?
 - Matching expectations and the progress principle
 - What is required for the brain to change?
 - The magic in small steps
 - Creating a practice
 - Do it now



Start with the end I mind

- This webinar will be a success for you when.....
- What would you like be thinking, feeling, saying og doing differently after the webinar?

Thinking

Feeling

Saying

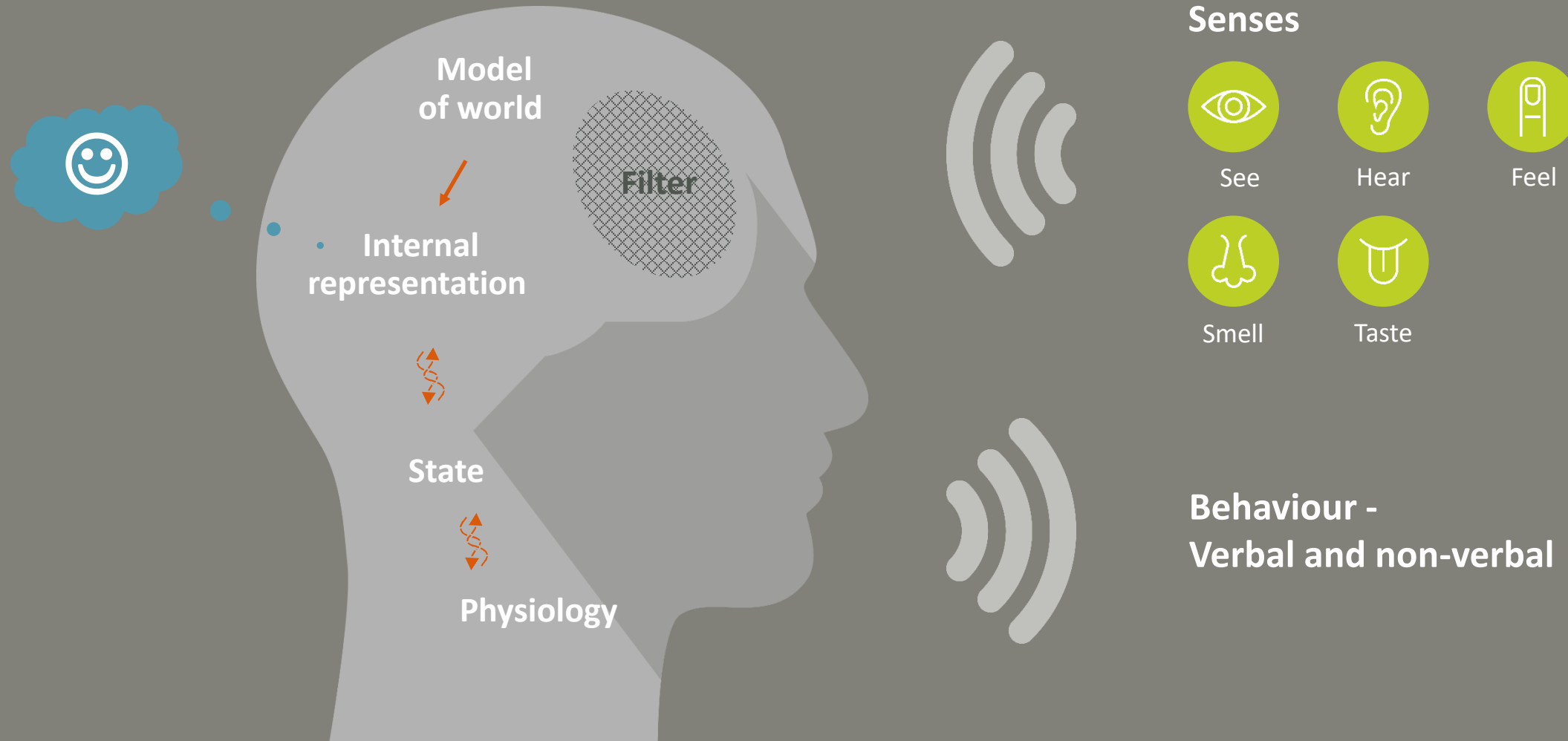
Doing



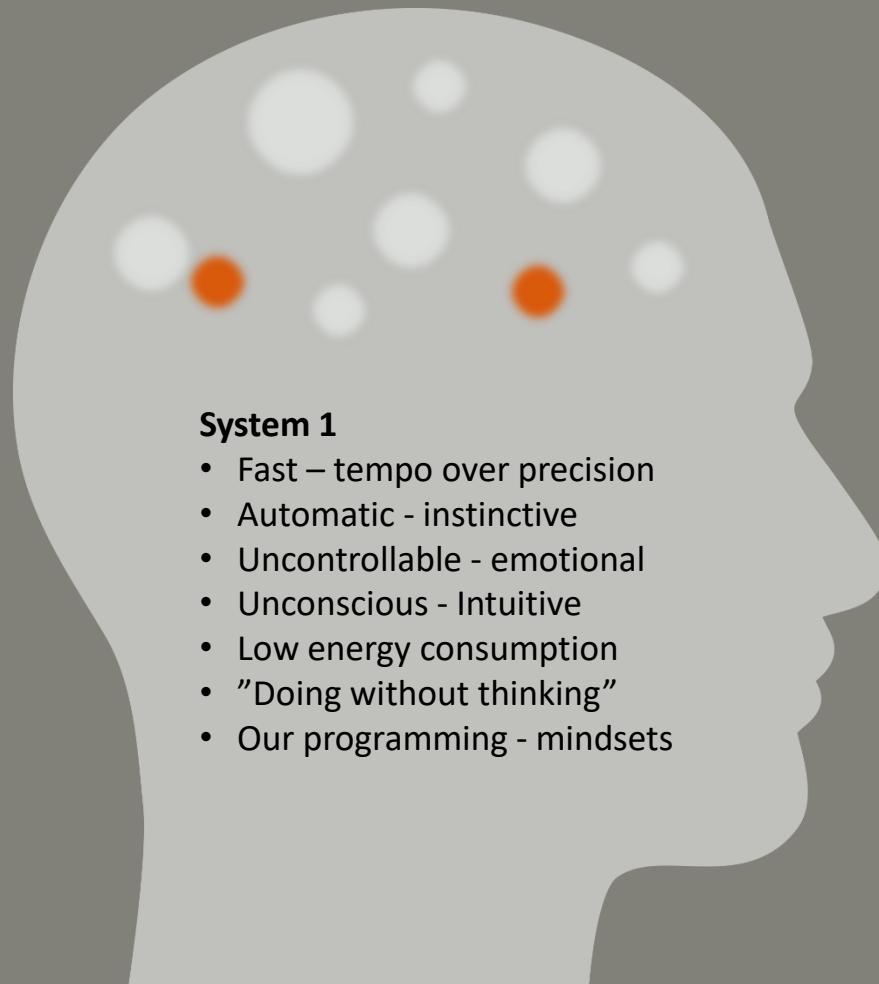
What are some basic models & concepts to be aware of to create insight?



Mindset

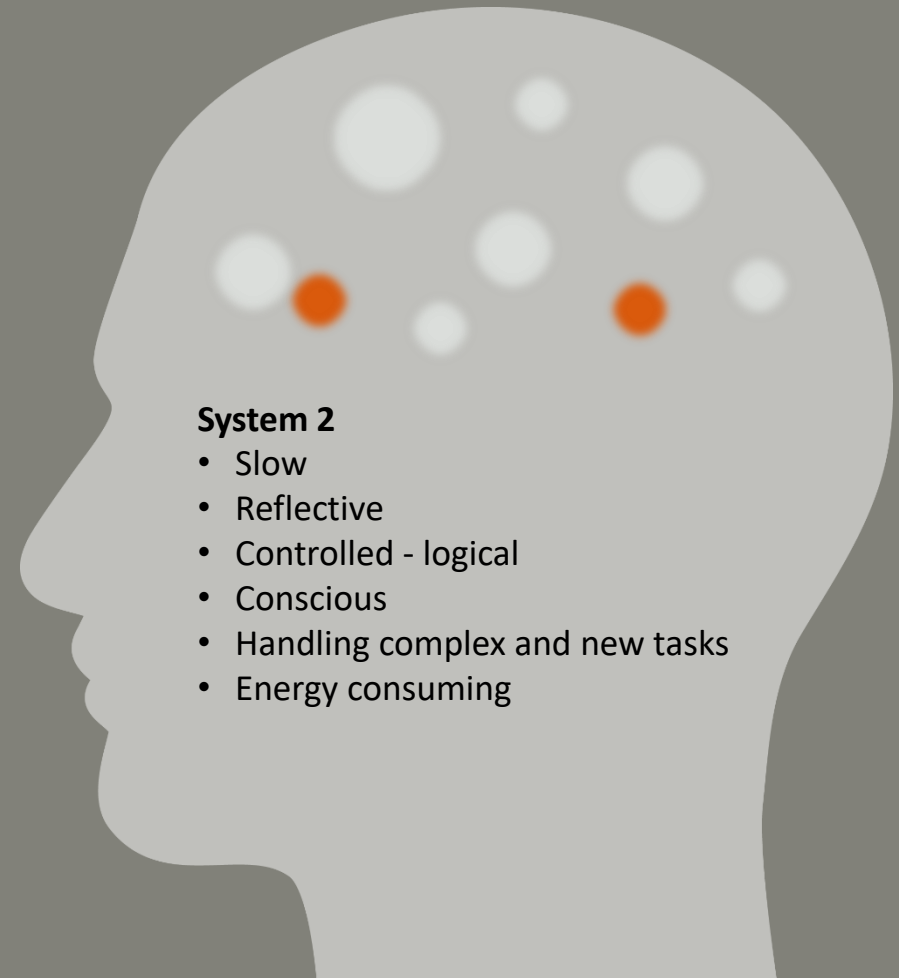


System 1 and 2 – Thinking, fast and slow



System 1

- Fast – tempo over precision
- Automatic - instinctive
- Uncontrollable - emotional
- Unconscious - Intuitive
- Low energy consumption
- "Doing without thinking"
- Our programming - mindsets



System 2

- Slow
- Reflective
- Controlled - logical
- Conscious
- Handling complex and new tasks
- Energy consuming

The zone of uncertainty

Insight and learning is created in the zone of discomfort



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**A prerequisite for
change and learning**

**Change puts the brain in
a state of uncertainty**

**Uncertainty is a
prerequisite**

Inspiration from Marcia Reynolds

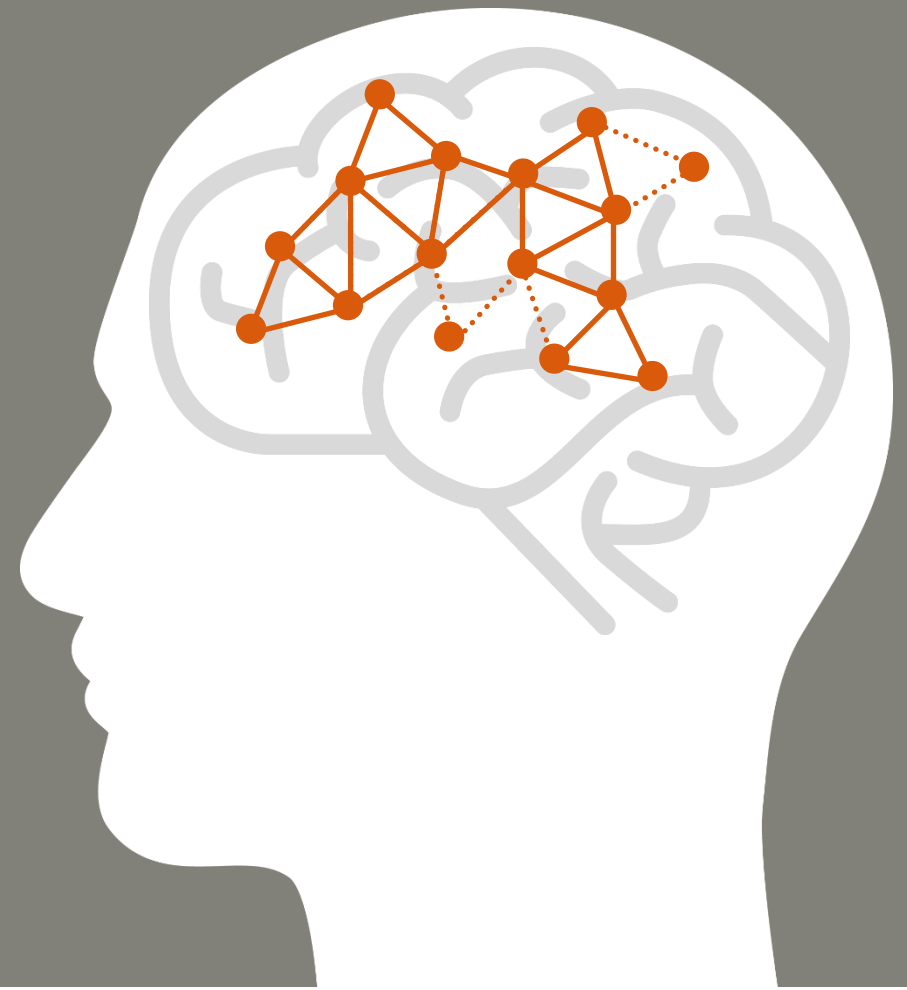
Our brain is plastic

Neuroplasticity:

- Anatomical and functional changes in the brain are called neuroplasticity

It happens on several levels:

- Formation of new neurons from stemcells
- Reinforcement of existing synapses
- Formation of new synaptic connections between neurons



Cells that fire together wire together

Hebbian Learning

A photograph of two men in a professional setting. On the left, a man with grey hair is seen in profile, facing right. On the right, a man with short brown hair and a light beard is looking towards the first man, with a slight smile. He is wearing a white button-down shirt with thin blue and grey horizontal stripes. The background is softly blurred, showing a white wall and a green plant.

Create change in action

How is coaching helping?



Stop



Step back



Reflect and
get insight



Create new
ways of
thinking and
acting

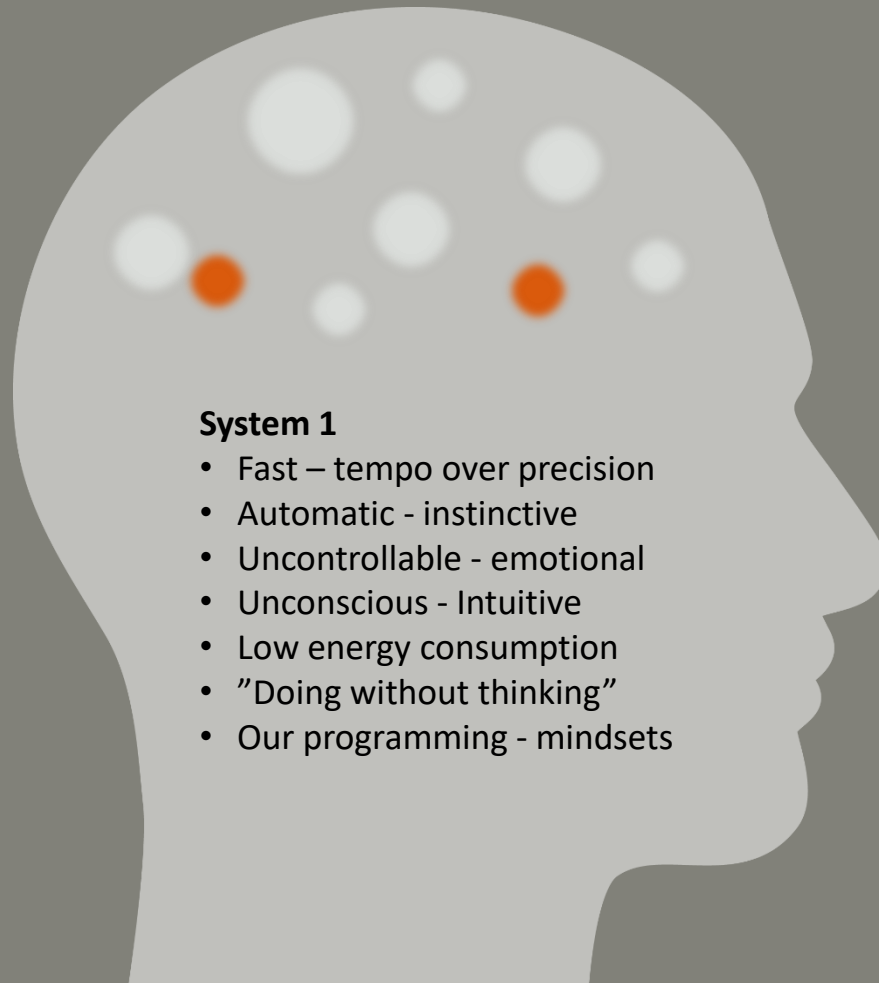


Try it out



Practice
every day

System 1– Thinking, fast



System 1

- Fast – tempo over precision
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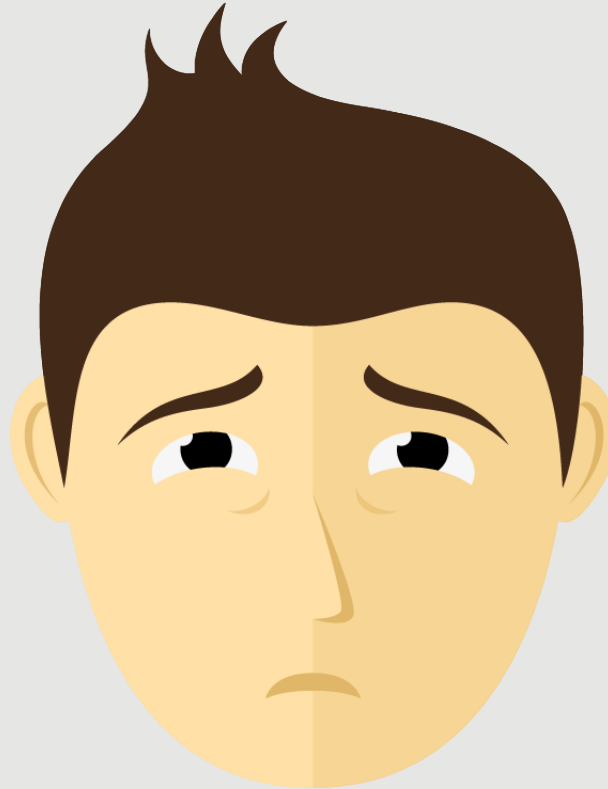
Kahneman: Thinking, fast and slow

Stimulus – response reactions



Stimulus, eg

- Time pressure
- Failure
- Criticism
- New responsibility
-



Automatic response

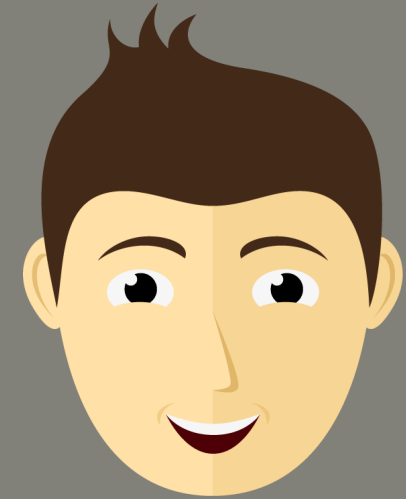
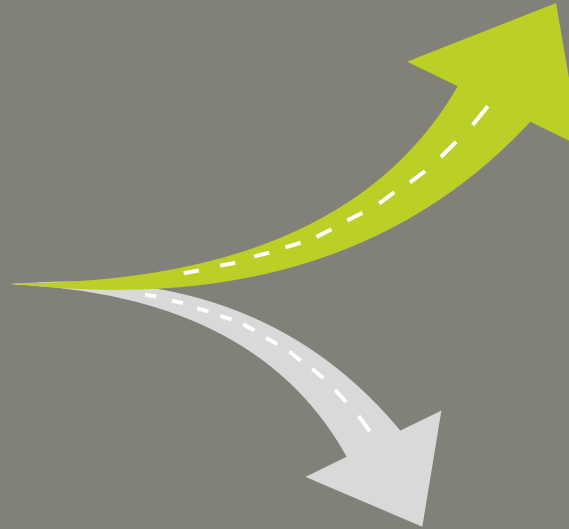
Re-install choice and creating awareness

New mindset and behavior

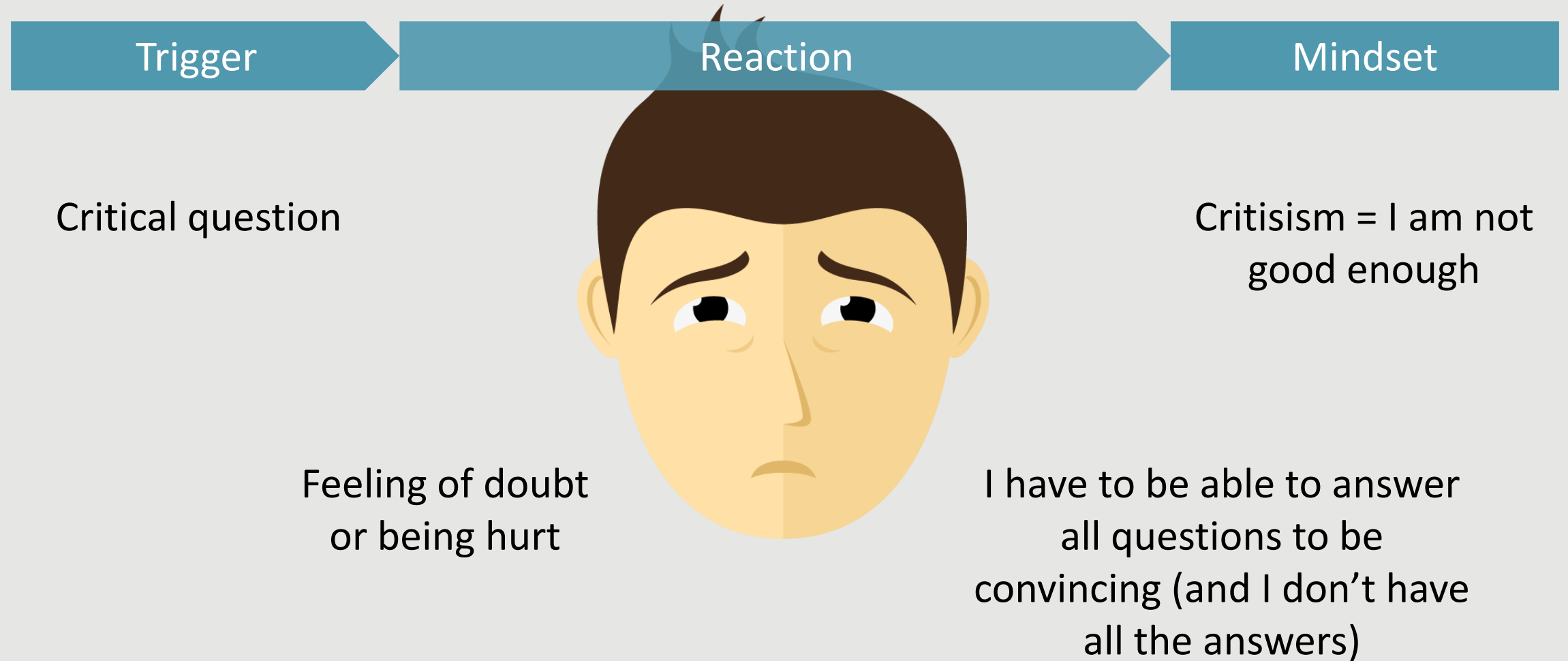


Stimulus

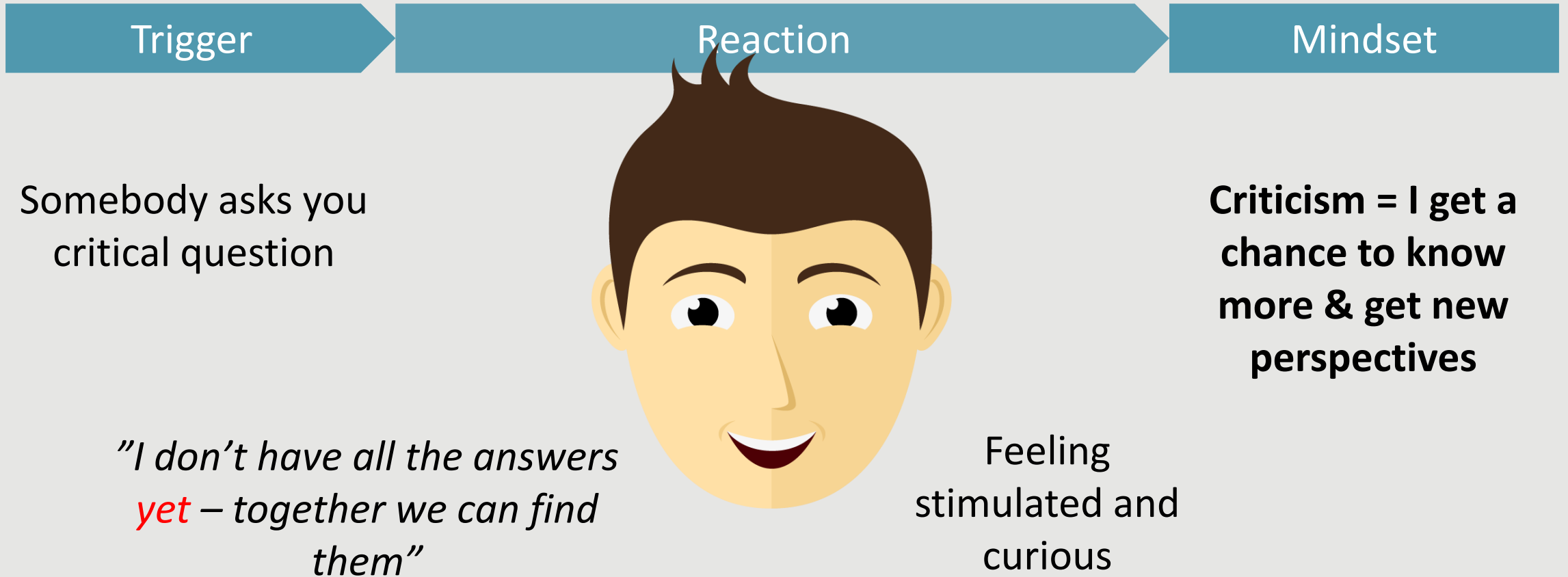
- Time pressure
- Failing
- Criticism
- Change



An example



An example of a change in mindset



Okay!

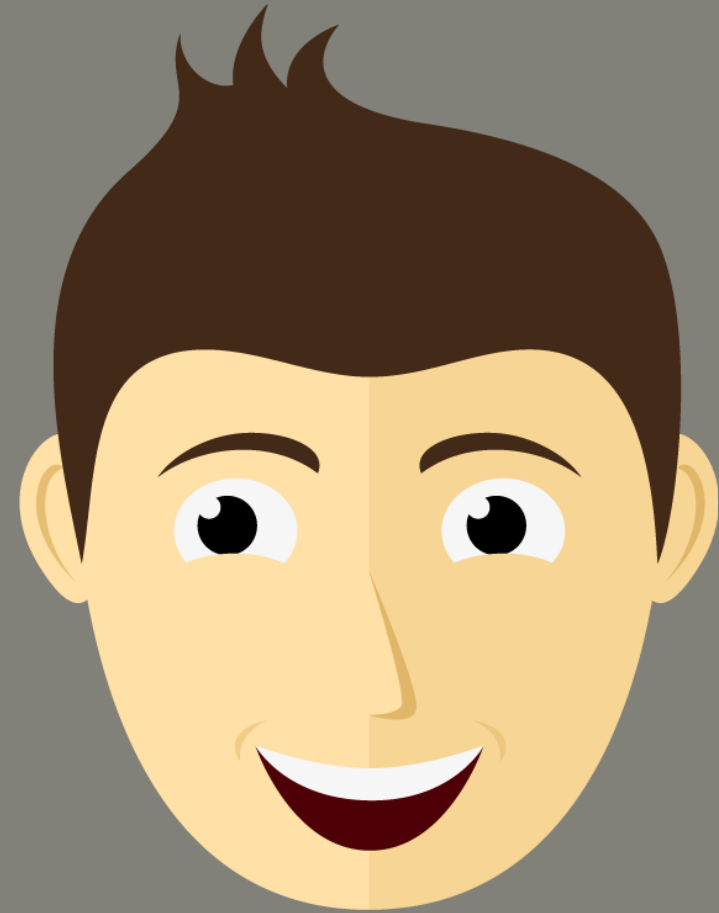
How do we make an insight
or new behavior stick and
grow into a new habit?



Matching expectations

Reality = Expectations

Dopamine goes up



The progress principle

- Dopamine is released when reality matches or exceeds our expectations.
- This is equal to feeling pleasure.
- If not, we get frustrated instead and over time lose motivation.
- One key to keep being motivated is to make sure you regularly get dopamine release.
- Thinking about a "goal" as a process and using "yet" is part of the growth mindset – you are not there.... Yet! (Growth mindset, Carol Dweck)



Goals and milestones

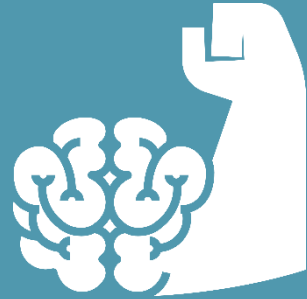


What is required for the brain to change?



Courage

To overcome
uncertainty and
doubt



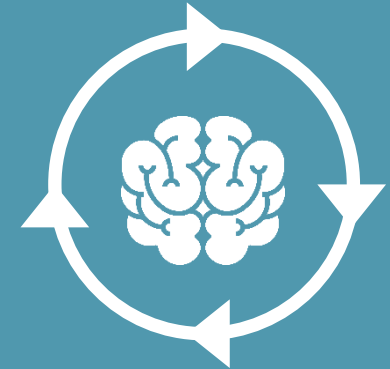
Will power

To postpone
rewards



Motivation

To understand
why and feel a pull
towards



Repetition

The brain needs
to make new
pathways

The magic is in the small steps

- Keep it small
- Don't wake the amygdala too much
- Remember it is perfectly normal to have a reaction in your body when you do something new
- Be aware of the small changes that points in the right direction
- You might not be there - YET – you are on your way!

Creating a practice to



Create
awareness



Practice a new
behavior, a new
habit

Create a practice in partnership with client

Behavior

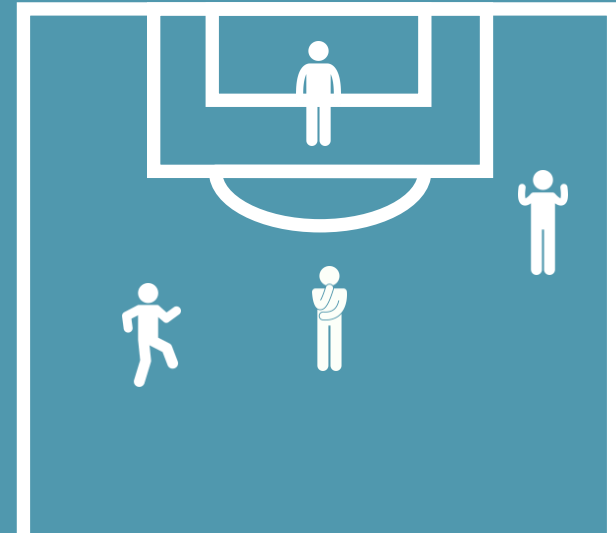
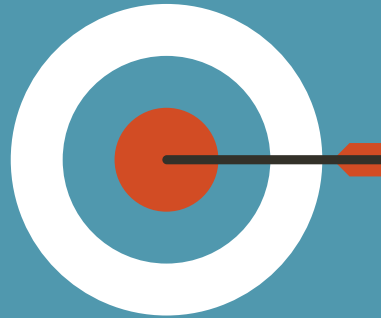
- What do you want to practice?
- Be very specific

Purpose

- What is the purpose?
- What do you want to achieve as a result of your practice?

The practice field

- Where?
- When?
- With whom?
- How?



Inspiration from Jeff Staggs, MCC

Perform the practice to create learning

Assist client to be clear on:

- How to prepare for the practice
 - How can client remind themselves of purpose and outcome?
 - What questions can motivate to try it out?
- How to do the new practice
- How to reflect on the practice afterwards
 - What did you learn?
 - What might you adjust in my practice?



Do it in the session with you if possible

Suggest to practice it – remember it is a partnership

Let the client try it in a very concrete way – eg.

What will they say ?

How will they say it?

How should it be in the body?

How will they stand, sit, move ...?

What is the motivational mantra they can use?

Keep trying till it is congruent.

The 3 M'er

Trigger 



Mood



Mantra



Movement

Remember! The brain likes to be motivated by

Small steps



Clear aim and direction



To work with questions



Positive reward



What is an important takeaway from today?

How, when and where will you use it?



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Creating Space to Expand.
Training, Facilitation and Coaching