



Integrated Coach Training
FLUXIFY
300 Behavior
Current as of January 2022



300 Behavior Syllabus

Course Expectations and Requirements:

This syllabus describes educational expectations for completing 300 Behavior as a part of the ACC Pathway. If you have questions, please contact Amy Glazer (aglazer@fluxify.net/330.936.3768).

Basic Information:

- 300 Behavior
- Online via the Integrated Coach Training Platform and asynchronous/on-demand learning.

Number of Coach Specific Training Hours:

4 hours

- 1 x two hour class session (online)
- Two hours asynchronous/on-demand learning, designed as pre-work
- One writing assignment (submitted for review by instructor)

FLUXIFY uses Zoom Meeting for our online training. You can access through the Zoom Meeting app or your browser. Specific links for each course are sent after enrollment through a calendar invite.

Instructor's Name:

Jonathan Reitz, MCC
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Anne Sandberg
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Contacting the FLUXIFY Team:

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Website Description:

300 Behavior

4-hour short course / Delivered in Blended Learning format

One two hour live session and two hours of asynchronous/on-demand learning

300 Behavior looks at what you do naturally and leverages those natural tendencies to help you coach more effectively. The first two sessions explore your self-perception and confirm with a group debriefing of the Harrison Assessment. The remaining sessions tailor your tendencies, so you make the most of your coaching opportunities. You will understand your behavior patterns and learn to make effective coaching decisions based on your natural behavioral patterns.

300 Behavior covers the following ICF Core Competencies:

- #1 Demonstrates Ethical Practice
- #5 Maintains Presence
- #6 Listens Actively
- #8 Facilitates Client Growth

Course Objectives:

The objectives for this course are:

- Discover your most common behavioral traits and tendencies.
- Identify behaviors that support and/or work against masterful coaching.
- Develop an action plan to coach according to your behavioral patterns.
- Commit to understanding and applying behaviors that serve client outcomes.
- Determine constraints that support effective coaching presence.

Required Student Resources:

To successfully complete 300 Behavior you will need:

- A reliable internet connection
- A reliable telephone

- A completed Harrison Assessment that includes the following Harrison Reports:
 - Summary & Keywords
 - Traits & Definitions
 - Your Greatest Strengths
 - Paradox Graph
- An email address
- Word processing software to submit final assignments in Microsoft Word format

Completing this course does NOT qualify you to use the Harrison Assessment in your coaching practice. Additional training is available if you want to add this to your toolkit.

Course Schedule/Outline/Calendar of Events:

300 Behavior format: online for 1-120 minute session and 2 hours asynchronous learning. Format includes follow up assignment.

300 Behavior begins online 3-5 times per year on average.

Course Outline:

Session	Class Focus	Follow Up Assignment
Pre-Work On Demand	Preparation to take the Harrison What the Harrison Measures Two Key Harrison Theories	
Live Session	Understand Your Most Common Behavioral Traits	
	Dive into Your Paradox Report	
	Applying Behavioral Data	
Writing/Reflection	Using Your Results in your Coaching	Journal Assignment (15-45 Minutes)

All assignments must be uploaded to the FLUXIFY LMS within 30 days of the live session.

Criteria for Grading:

300 Behavior is conducted on a pass/fail basis.

You will pass 300 Behavior if:

- You attend the required 1 live course session and participate in class discussions
- You watch the asynchronous on-demand learning
- You submit your writing assignments demonstrating comprehension and application of the material

Attendance Policy:

300 Behavior is a Short Course (4 hours) in Integrated Coach Training.

The attendance policy for Short Courses is as follows:

- 100% attendance to the live session and completion of the asynchronous training is required.
- If you miss more than 10 minutes of the live session, you will be required to attend the live session at a future offering in its entirety.
- No recording review to make up a session is available.
- Failure to meet these criteria will result in your Short course being marked incomplete.

Bibliography:

Reitz, Jonathan. Coaching Hacks. Cleveland, OH FLUXIFY Global LLC. 2017

Whitmore, John. Coaching for Performance. Hoboken, NJ Pfeiffer & Company. 1992.

Whitworth, Laura; Kimsey-House, Henry; and Sandahl, Phil. Co-Active Coaching. Boston, MA. Nicholas Brealey Publishing, 3rd Edition 2011.

First Taught:

- January 2017 in original format.
- March 2022 in current format

Syllabi on Learning Platform:

- The downloadable syllabi presented online shall contain the date of last update.