

Harrison Assessments for Coaches Syllabus

Current as of January 2022

Welcome to Harrison Assessment for Coaches

This course is designed for talent development professionals, primarily coaches. Completing this course will equip you use insight and behavioral data from the Harrison Assessment throughout the entire scope of a coaching engagement. This course uses the International Coaching Federation Core Competencies to frame coach behavior and raise likelihood of a successful engagement that produces change in the client and business outcomes that match client goals.

Learning Outcomes:

- Apply the Harrison Framework to a wide range of talent development situations.
- Reframe Harrison data into targeted behavioral opportunities that produce client growth.
- Evaluate which Harrison Assessment reports and tools are most useful for your specific situation.
- Categorize developmental conversations into the core strategic areas and distinguish between developmental opportunities for clients.
- Collaborate with clients on helpful evaluation of coaching engagements.
- Earn Harrison Certified Debriefer Designation (if needed).

Resources: This folder has all the resources for the course, and will feature additions over the duration of the course. Please visit this folder regularly.

<https://www.dropbox.com/sh/qd9g9tjy482iwkb/AADszCFcBqwZ0OgXhO8uaqrna?dl=0>

Course Roadmap: Eight live sessions over four weeks, culminating in the Harrison Competency Demo Assessment (CDA), if needed. There are three hours of live sessions per week, and approximately two hours per week of on demand video to review according to your own schedule.

Session 1: Moving Toward Talent Development

- Introductions
- Three Types of Harrison Conversations
- What's changeable?

Session 2: Coaching with Enjoyment Performance Theory

- Focus on behavior
- Lean into strong tendencies and traits.
- Coach around traits you avoid.

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Video: 01 Enjoyment Performance Theory

Video: 02 Tips and Tricks for Traits & Definitions Report

Session 3: Coaching Behavior & Job Performance

- Keying on JSA and color-coded highlights
- Asking Performance-based questions
- Intro to Reframing Behavioral Information

Video: 03 Matching Behavioral Tendencies to Coaching Opportunities

Video: 04 Reframing Behavior

Session 4: Coaching Stress-Driven Behavior

- Using Paradox Theory
- Coaching to minimize stress
- Deep Dive into Paradox Report

Video: 05 Harrison Theory #2: Paradox Theory

Video: 06 Red v. Grey Flips

Session 5: Coaching Deep Self Understanding

- Intro to Main Graph and Other Reports
- Patterns and predictive analytics
- Connections between traits

Video: 07 Deep Dive into Changing Behavior

Video: 08 Leveraging Stress

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Session 6: Marrying Coaching Strategy to Each Harrison Report

- Coaching to Solve Problems
- Understanding the Problem Each Harrison Report Addresses
- Coaching to help reframe the behavior into action
- Exploring combination traits and patterns

Video: 09 Solving Problems with Coaching Strategies

Video: 10 Your Own Ongoing Self Development (And Why that Matters)

Session 7: Keying into Specific Behavioral Change

- Decoding Behavioral Cues in the Harrison Report
- Deep dive into Reframing Behavior
- Coaching Skills to Help Clients Reframe Their Behaviors and match business outcomes

Video: 11 Lenses for Evaluation

Video: 12 Worst Practices for Evaluation

Session 8: Next Steps

- Case Study
- Ordering Your CDA
- Schedule your Practice Debrief
- What to do once you're accredited

Video: 13 Tools To Prepare for CDA

Optional (If needed)

Competency Demonstration Assessment Practice Session

90 minutes to 2 hours, scheduled according to your availability.

Competency Demonstration Assessment

60-90 minutes, scheduled based on your availability and assessor's calendar.



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Course Schedule:

This hybrid event centers on Live Session Training Dates, which follows this schedule:

- Mondays 4-6 pm Eastern
- Thursdays 3-4 pm Eastern

Zoom Login:

Join Zoom Meeting

<https://us02web.zoom.us/j/86793238691>

Meeting ID: 867 9323 8691

Passcode: 135469