



EQFIT® Guide's Edge™ Assessment Development Workbook

Your Hands-On Companion for Coaching Excellence

Prepared for

Sam Sample

2026-09-27

What this report is for — and what it is not

This report is a development tool. It describes how you tend to operate right now — not your worth, your potential, or your IQ. Scores move over time. Moving them is the whole point.

Because of that, the EQFIT® Edge™ assessments are not to be used to make personnel decisions. They are not selection instruments or promotion instruments. They are research-based, for growth and development purposes. Results should not be used to decide who gets hired, promoted, retained, reassigned, compensated, or let go.

If you are a leader holding someone else's report, treat it as confidential and as a conversation starter, not a verdict on that person. Work with them and with the report, and grow them through the process as it is intended.

◆ FOCUS	■ IMPLEMENT	★ TRANSFORMATION
Insights & Learning	Practice & Grow	Sustainable Improvement

How to Use This Workbook

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Sam, this workbook is your hands-on companion to the EQFIT® Guide's Edge™ Assessment Development Report. While the report gives you the insights, this workbook is where the real work happens—where understanding becomes practice and practice becomes transformation.

The FIT Process

Every dimension in this workbook follows the same development path:

FOCUS — Understand what the dimension means, why it matters, and where you stand.

IMPLEMENT — Complete targeted exercises designed for your specific score and tier.

TRANSFORMATION — Reflect deeply, commit to action, and lock in sustainable growth.

Two Pathways Based on Your Score

Leverage Your Strength — For dimensions scored **Strong (85%+)**. Use your gift more intentionally and apply it to accelerate other areas.

Grow This Dimension — For dimensions below Strong. Build new skills with targeted practice.

Remember: transformation doesn't come from understanding alone. It comes from understanding plus deliberate practice plus reflection. This workbook is where all three meet.

Your Coaching Dashboard

Sam, Your Overall EQFIT® Guide's Edge™ Assessment

FUNCTIONAL

Score: 200/288 (69%)

Dimension	%	Tier	Pathway
Catalytic Presence	78%	Functional	Grow
Generative Questioning	83%	Functional	Grow
Deep Listening	67%	Functional	Grow
Growth Activation	56%	Developing	Grow
Emotional Attunement	89%	Strong	Leverage
Guide Identity	72%	Functional	Grow

Adaptive Methodology	50%	Developing	Grow
Tech-Forward Mindset	61%	Developing	Grow

Reflection 1: Looking at your scores, what surprises you? What confirms what you already knew? What dimension are you most drawn to working on first?

My Reality Check

Bridging Your Scores to Your Real-World Practice

Before working through the exercises in this workbook, take a few minutes to complete this page. Go back to the Performance Reality Check section in your Development Report. For each dimension, review the proof points and gap indicators with candor — then record your assessment below.

This is not about your score. It is about whether that score is fully showing up in your practice. Your honest answers here will tell you exactly which exercises in this workbook matter most.

HINGE 1 — Client Transformation

Everything inside the session exists to create lasting change in your clients' lives. Your scores in these dimensions determine whether your coaching produces the transformation that justifies the engagement.

Catalytic Presence • Generative Questioning • Deep Listening • Emotional Attunement

HINGE 2 — Practice Growth

These skills are used in the room, but their proof shows up outside it: in what clients do between sessions, and in whether that value translates into a sustainable, thriving practice.

Growth Activation • Guide Identity • Adaptive Methodology • Tech-Forward Mindset

YES = Score is fully translating to measurable results **PARTIALLY** = Some gaps exist **NOT**

YET = Awareness present but execution lags

Catalytic Presence 78% — Functional | Hinge 1

Is this score fully operational in my practice? ☐ Yes ☐ Partially ☐ Not Yet

The specific gap I identified: _____

Generative Questioning 83% — Functional | Hinge 1

Is this score fully operational in my practice? ☐ Yes ☐ Partially ☐ Not Yet

The specific gap I identified: _____

Deep Listening 67% — Functional | Hinge 1

Is this score fully operational in my practice? ☐ Yes ☐ Partially ☐ Not Yet

The specific gap I identified: _____

Growth Activation 56% — Developing | Hinge 2

Is this score fully operational in my practice? ☐ Yes ☐ Partially ☐ Not Yet

The specific gap I identified: _____

Emotional Attunement 89% — Strong | Hinge 1

Is this score fully operational in my practice? ☐ Yes ☐ Partially ☐ Not Yet

The specific gap I identified: _____

Guide Identity 72% — Functional | Hinge 2

Is this score fully operational in my practice? ☐ Yes ☐ Partially ☐ Not Yet

The specific gap I identified: _____

Adaptive Methodology 50% — Developing | Hinge 2

Is this score fully operational in my practice? ☐ Yes ☐ Partially ☐ Not Yet

The specific gap I identified: _____

Tech-Forward Mindset 61% — Developing | Hinge 2

Is this score fully operational in my practice? ☐ Yes ☐ Partially ☐ Not Yet

The specific gap I identified: _____

Now Look at Your Answers

The dimensions you marked “Partially” or “Not Yet” are your highest-priority development areas — regardless of what your score says. As you work through the exercises in this workbook, those dimensions deserve your deepest focus. A strong score you are not executing on is more important to develop than a weak score you already know about.

◆ Catalytic Presence

Your Score: 78% — Functional (28/36)

◆ FOCUS: Understanding This Dimension

What This Dimension Measures

Catalytic Presence is the ability to hold space that feels qualitatively different from ordinary conversation. It’s the combination of full attentiveness, emotional groundedness, and unhurried

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composure that signals to a client: “You have my complete attention, and this space is yours.” It includes the capacity to sit with silence, to remain centered when sessions become emotionally charged, and to integrate coaching and consulting with intentionality—knowing when to ask the powerful question and when to offer strategic insight. Coaches with strong Catalytic Presence don’t just facilitate conversations—they create environments where clients access truths they couldn’t reach on their own.

Why This Dimension Matters

This dimension is the foundation upon which all other coaching skills rest. Without presence, even the most brilliant question falls flat—because the client doesn’t feel safe enough to go where the question leads. Catalytic Presence directly affects the depth of insight clients achieve in session. When presence is strong, clients report feeling “heard at a level they’ve never experienced before,” which allows them to access deeper layers of self-awareness. When presence is weak, sessions feel transactional—useful, perhaps, but not transformative. Interpersonal neurobiology offers one way to understand why: a calm, attentive presence can help a person settle out of a fight-or-flight state, and people reflect and solve problems more freely when they feel safe.

◆ Before You Begin These Exercises

Go back to your Performance Reality Check in the Development Report and find this dimension. If you identified a gap between your score and your real-world results, write it here in one sentence. Let that gap — not just the score — drive how deeply you work through the exercises below.

The gap I identified for this dimension: _____

The honest question for this dimension: *Think about your last ten coaching sessions. In how many did the client say something that surprised both of you — a truth that emerged because the space you created made it safe enough? If that number is fewer than three, what does that tell you about whether your presence is creating transformation or competent conversation?*

■ IMPLEMENT: → Grow This Dimension

Your Functional score tells us you have genuine presence in your sessions—clients feel your attentiveness and care. The growth opportunity is moving from presence that’s “good enough” to presence that’s truly transformational—the kind that shifts the atmosphere in the room the moment a session begins.

Exercise 1: Presence Anchoring Ritual

Before your next three sessions, practice a 60-second presence anchor: close your eyes, take three deep breaths, and set one intention: “I will be fully here for this person.” After each session, rate your presence on a 1–10 scale.

My Notes & Observations:

Exercise 2: The Silence Experiment

In your next session, when silence arises, practice adding five extra seconds before you speak. Notice what happens in those seconds—both for you and your client. Record your observations below.

My Notes & Observations:

Exercise 3: Session Recording Review

Record yourself (with permission) in one session this week. Watch not for what you said, but for how present you were. Identify the exact moments your attention drifted and what triggered it.

My Notes & Observations:

Exercise 4: Mode-Shift Awareness

After each session this week, reflect: Did I choose coaching or consulting intentionally, or did I default to one mode out of habit? What would have been different if I had consciously chosen?

My Notes & Observations:

✦ If You Do ONE Thing

Before every session this week, practice a 60-second presence anchor: three breaths, one intention. Rate your presence afterward on a 1–10 scale. Watch what changes.

★ TRANSFORMATION: Reflect & Commit

Reflection 1: *How does your Catalytic Presence currently affect the depth of your coaching sessions? Where could it go deeper?*

Reflection 2: *When do you find it hardest to be fully present? What patterns do you notice about your own distraction triggers?*

Reflection 3: *Describe a moment when your presence alone—not your words or questions—made a visible difference for a client.*

Reflection 4: *What would your pre-session ritual look like if you designed it to physically and mentally transition you from “business owner” to “coach”?*

My Catalytic Presence Action Commitment

Based on the exercises and reflections above, write your specific commitment:

What I will START doing:

What I will STOP doing:

What I will CONTINUE doing:

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◆ Generative Questioning

Your Score: 83% — Functional (30/36)

◆ FOCUS: Understanding This Dimension

What This Dimension Measures

Generative Questioning is the art and science of asking questions that create movement—questions that shift perspective, surface hidden assumptions, and open doors the client didn't know existed. It goes far beyond “good questions.” A powerful question operates at the level of identity, belief, and meaning rather than at the level of behavior and logistics. It's the difference between “What's your plan?” and “What becomes true about you if you succeed at this?” This dimension also includes the ability to recognize when a question is the wrong tool—when a direct observation, a pattern reflection, or a strategic framework would create more movement than another question.

Why This Dimension Matters

If Catalytic Presence creates the space, Generative Questioning is the engine that drives insight within that space. The quality of a coaching engagement can often be traced directly to the quality of questions asked. Powerful questions do three critical things: they interrupt automatic thinking patterns, they surface unconscious beliefs that drive behavior, and they create “cognitive disequilibrium”—that productive discomfort where real learning happens. A single powerful question can shift a client's trajectory more than ten sessions of surface-level exploration. Conversely, a pattern of safe, predictable questions creates a coaching engagement that feels pleasant but produces little lasting change.

◆ Before You Begin These Exercises

Go back to your Performance Reality Check in the Development Report and find this dimension. If you identified a gap between your score and your real-world results, write it here in one sentence. Let that gap — not just the score — drive how deeply you work through the exercises below.

The gap I identified for this dimension: _____

The honest question for this dimension: *Recall the last question you asked that produced a visible shift in your client — a long pause, a change in expression, a moment where something new emerged. How long ago was that? If it wasn't within your last five sessions, what kinds of questions are you asking instead, and what are they producing?*

■ IMPLEMENT: → Grow This Dimension

Your Functional score means you already ask questions that create real insight—your clients experience genuine “aha” moments. The growth frontier is developing the consistency and

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range of your questioning, so that every session contains at least one question that reaches a level the client couldn't reach alone.

Exercise 1: Build Your Question Library

Create four categories of questions: (1) questions for when clients are stuck, (2) questions for surfacing beliefs, (3) questions for challenging patterns, (4) questions for celebrating wins deeply. Write at least three questions for each category.

My Notes & Observations:

Exercise 2: Level-Shifting Practice

In your next three sessions, when a client gives a behavioral answer ("I need to delegate more"), intentionally follow up at the identity level ("What does it mean about you as a leader if you let go of control?"). Record the shifts you observe.

My Notes & Observations:

Exercise 3: Greatest Hits Journal

After each session this week, write down the single most powerful question you asked. Over time, you'll build a library of your own greatest hits.

My Notes & Observations:

Exercise 4: Inquiry vs. Observation Tracking

In your next session, notice the balance between questions and direct reflections. Track the ratio. The ideal isn't always more questions—it's the right tool at the right moment.

My Notes & Observations:

♦ If You Do ONE Thing

After each session this week, write down the single most powerful question you asked. By Friday, you'll have your own "greatest hits" starter library.

★ TRANSFORMATION: Reflect & Commit

Reflection 1: *What's one question you asked recently that truly shifted a client's thinking? What made it powerful?*

Reflection 2: *When you think about the questions you ask most often, do they tend to stay at the behavior level or reach the identity/belief level?*

Reflection 3: *What's the difference in your sessions when you name a pattern directly versus ask another question about it?*

Reflection 4: *If you could only ask three questions in your next session, what would they be and why?*

My Generative Questioning Action Commitment

Based on the exercises and reflections above, write your specific commitment:

What I will **START** doing:

What I will **STOP** doing:

What I will **CONTINUE** doing:

◆ Deep Listening

Your Score: 67% — Functional (24/36)

◆ FOCUS: Understanding This Dimension

What This Dimension Measures

Deep Listening is the ability to hear beyond the words being spoken—to perceive the emotions underneath the content, the patterns across sessions, and the meaning behind the language. It operates at three levels: Level 1 is hearing the content (what they're saying), Level 2 is hearing the emotion (how they're saying it), and Level 3 is hearing the system (what's not being said, the recurring themes, the incongruence between words and energy). Deep Listening includes tracking language patterns over time, catching contradictions between stated values and described behaviors, and hearing the story behind the story—the deeper narrative a client is living inside without realizing it.

Why This Dimension Matters

Deep Listening is what separates coaching from conversation. In ordinary conversation, we listen to respond. In coaching, we listen to understand—and specifically, to understand what the client doesn't yet understand about themselves. This dimension directly affects the accuracy and depth of every intervention a coach makes. When listening is deep, questions land precisely because they're informed by what's actually happening—not just what's being reported. When listening is shallow, coaches operate on incomplete data, asking questions that miss the mark or offering observations that don't resonate. The best coaches describe a state of listening where they almost “forget themselves”—their full cognitive and emotional capacity is oriented toward the client's experience.

◆ Before You Begin These Exercises

Go back to your Performance Reality Check in the Development Report and find this dimension. If you identified a gap between your score and your real-world results, write it here in one sentence. Let that gap — not just the score — drive how deeply you work through the exercises below.

The gap I identified for this dimension: _____

The honest question for this dimension: *In your last five sessions, how many times did you name something the client hadn't said — an emotion underneath the words, a pattern across sessions, or a contradiction between what they claim to want and what they're actually doing? If that number is fewer than three, what are you listening for instead?*

■ IMPLEMENT: → Grow This Dimension

Your Functional score tells us you're hearing well within sessions—you catch emotional shifts and important language. The growth opportunity is deepening your cross-session listening and developing your ability to hear the “story behind the story”—the narrative patterns that clients are living inside without realizing it.

Exercise 1: Language Pattern Tracker

In your next three sessions, listen specifically for verb structures: “I should” vs. “I want to” vs. “I will” vs. “I can't.” Track what you hear and what these tiny words reveal about your client's agency, obligation, and self-belief.

My Notes & Observations:

Exercise 2: Cross-Session Listening Notes

Before each session this week, review your notes from the previous session. Look for language patterns, emotional themes, and recurring metaphors. Write one observation you want to hold during today's session.

My Notes & Observations:

Exercise 3: The Unspoken Reflection

After each session, write down one thing you heard that the client didn't say out loud. This builds your Level 3 listening muscle over time.

My Notes & Observations:

Exercise 4: Story Behind the Story

Choose one client this week. Consider: what is the deeper narrative this person is living inside without realizing it? Connect dots between seemingly unrelated conversations.

My Notes & Observations:

◆ If You Do ONE Thing

After each session this week, write down one thing you heard that the client didn't say out loud. This single practice builds your Level 3 listening faster than anything else.

★ TRANSFORMATION: Reflect & Commit

Reflection 1: *When was the last time you heard something a client didn't explicitly say? What did you do with it?*

Reflection 2: *At which level do you most naturally listen (content, emotion, or system)? Which level needs the most development?*

Reflection 3: *How do you currently track patterns across sessions? What system could you create to strengthen this?*

Reflection 4: *Think of a client who uses the same phrase repeatedly. What might that pattern be telling you?*

My Deep Listening Action Commitment

Based on the exercises and reflections above, write your specific commitment:

What I will START doing:

What I will STOP doing:

What I will CONTINUE doing:

● Growth Activation

Your Score: 56% — Developing (20/36)

◆ FOCUS: Understanding This Dimension

What This Dimension Measures

Growth Activation is the ability to move clients from insight to action—to ensure that the powerful realizations happening in session translate into lasting behavior change in the real world. It includes the courage to name uncomfortable patterns directly, the skill to challenge clients compassionately when they avoid follow-through, the discipline to build accountability into the coaching structure, and the wisdom to redirect client dependency toward self-efficacy. Growth Activation is where the “feels good” of coaching meets the “does good”—and the coach who masters it is the coach whose clients actually transform, not just reflect.

Why This Dimension Matters

This dimension is the difference between coaching that produces insight and coaching that produces change. Without Growth Activation, even the most brilliant sessions can become a kind of “insight entertainment”—the client enjoys the process of self-discovery without ever translating it into different behavior. Insight alone rarely changes behavior; new patterns form through repeated action after the insight. When this dimension is strong, you tend to see it in the results: goals reached, decisions made, and clients who grow more confident in their own judgment. Activation-focused coaches close the loop—they don’t just help clients see differently, they help clients act differently.

◆ Before You Begin These Exercises

Go back to your Performance Reality Check in the Development Report and find this dimension. If you identified a gap between your score and your real-world results, write it here in one sentence. Let that gap — not just the score — drive how deeply you work through the exercises below.

The gap I identified for this dimension: _____

The honest question for this dimension: *Look at your current active clients. For each one, name one specific behavior they’ve changed as a direct result of your coaching — not an insight they’ve gained or an awareness they’ve developed, but something they are actually doing differently in their life right now. If you can’t name a concrete behavior change for more than half of your clients, what does that tell you about where your sessions are producing impact?*

■ IMPLEMENT: → Grow This Dimension

Your Developing score reveals a meaningful growth opportunity. You’re creating sessions rich with insight, but the bridge from “aha moment” to sustained behavior change needs strengthening. This is one of the highest-impact areas you can develop—because it directly affects whether your clients actually transform. Your answers also show misses in both directions: letting some things slide and pushing too hard on others. The practices below help you find the steady middle, a clear standard held with care, with the choice left in the person’s hands.

Exercise 1: The 3 Cs Session Closer

End every session this week with Clarity (what did you learn?), Commitment (what will you do?), and Consequence (what happens if you don’t?). Write each one down and send it as a follow-up message to your client.

My Notes & Observations:

Exercise 2: Accountability Opening

Start every session this week with: “Last time, you committed to _____. How did that go?” Track what happens when you consistently open this way. Don’t skip this step.

My Notes & Observations:

Exercise 3: Self-Efficacy Redirect Practice

Every time a client credits you for their progress this week, redirect: “What did YOU do differently this time?” Record their responses and what shifts you notice.

My Notes & Observations:

Exercise 4: The Compassionate Truth

Identify one client who has a pattern of powerful insights without follow-through action. Practice saying: “I say this with care—insight without action is just entertainment. What’s actually getting in the way?” Write out exactly what you’ll say.

My Notes & Observations:

♦ If You Do ONE Thing

This week, start every session with: “Last time, you committed to _____. How did that go?” Don’t skip this step—it signals that follow-through matters.

★ TRANSFORMATION: Reflect & Commit

Reflection 1: *Think of a client who has powerful insights but doesn’t act on them. What would change if you named that pattern directly?*

Reflection 2: *What makes accountability feel uncomfortable for you? Is it fear of being too pushy, or something deeper?*

Reflection 3: *What’s your current ratio of insight-generating to action-generating conversations? What would the ideal ratio look like?*

Reflection 4: *When a client credits you for their success, how does it feel to redirect that credit back to them? What comes up for you?*

My Growth Activation Action Commitment

Based on the exercises and reflections above, write your specific commitment:

What I will START doing:

What I will STOP doing:

What I will CONTINUE doing:

✓ Emotional Attunement

Your Score: 89% — Strong (32/36)

◆ FOCUS: Understanding This Dimension

What This Dimension Measures

Emotional Attunement is the ability to accurately read, respond to, and navigate the emotional landscape of a coaching session—both the client’s emotions and your own. It encompasses recognizing subtle emotional shifts in clients (a change in voice tone, a flicker of discomfort, the energy dropping from a statement), managing your own emotional reactions so they don’t contaminate the coaching space, holding steady when clients become defensive or emotionally activated, and using emotions as data rather than disruptions. Emotionally attuned coaches treat feelings not as problems to manage but as signals that point toward what matters most—and they navigate the emotional field with the same skill that a sailor reads the wind.

Why This Dimension Matters

Emotional Attunement is the dimension that most determines whether coaching feels safe enough for real transformation. People tend to pick up on each other’s emotional states—researchers call this co-regulation. When you are calm and grounded, it becomes easier for the client to settle and think clearly. When you are anxious, reactive, or triggered, the client often feels it too, and reflection gets harder. This dimension also determines the accuracy of coaching interventions: an attuned coach catches the micro-moment when a client’s words say “I’m fine” but their body says “I’m drowning”—and it’s in naming that gap where the deepest coaching work happens.

◆ Before You Begin These Exercises

Go back to your Performance Reality Check in the Development Report and find this dimension. If you identified a gap between your score and your real-world results, write it here in one sentence. Let that gap — not just the score — drive how deeply you work through the exercises below.

The gap I identified for this dimension: _____

The honest question for this dimension: *Think about the last time a client showed real emotion in a session — tears, anger, fear, shame. Did you stay with it long enough for the emotion to complete its arc, or did you move toward problem-solving or reframing before the client was ready? If you moved too quickly, what were you protecting — the client, or yourself?*

■ IMPLEMENT: ✓ Leverage Your Strength

Your Strong score in Emotional Attunement is a genuine gift—and one of the most valuable assets in your coaching practice. The opportunity now is to leverage this strength more intentionally and strategically, while protecting yourself from its potential shadow side.

Exercise 1: Make Your Attunement Visible

In every session this week, name at least one emotional shift you observe out loud: “Your energy just shifted when you said that—what happened?” or “I’m noticing _____. What’s going on underneath that?” Record how clients respond.

My Notes & Observations:

Exercise 2: Precision Timing Practice

Use your attunement as a timing tool: when you sense a client is ready for challenge, your emotional read gives you precise timing. After each session, note one moment where your timing instinct was right and one where you held back too long.

My Notes & Observations:

Exercise 3: Post-Session Release Ritual

Build a deliberate release practice after each session this week: 5–10 minutes of movement, breathing, journaling, or a brief walk. Track your energy levels before and after implementing this ritual.

My Notes & Observations:

Exercise 4: Attunement Bridge to Activation

Your attunement can directly enhance your Growth Activation. This week, use your emotional read to identify the exact moment a client is ready for compassionate challenge versus when they need more space. Note what signals you’re reading.

My Notes & Observations:

✦ **If You Do ONE Thing**

This week, in every session, name at least one emotional shift you observe: “I’m noticing _____. What’s going on underneath that?” Your attunement is already working—make it visible.

★ **TRANSFORMATION: Reflect & Commit**

Reflection 1: *How does your emotional attunement show up differently with clients you find easy versus clients you find challenging?*

Reflection 2: *What does it feel like in your body when you’re fully attuned to a client? How do you know when you’ve lost attunement?*

Reflection 3: *How do you currently protect yourself from attunement fatigue? What practices keep your empathic capacity sustainable?*

Reflection 4: *Think about a recent session where a client’s emotions triggered something in you. How did you navigate it?*

My Emotional Attunement Action Commitment

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Based on the exercises and reflections above, write your specific commitment:

What I will START doing:

What I will STOP doing:

What I will CONTINUE doing:

◆ Guide Identity

Your Score: 72% — Functional (26/36)

◆ FOCUS: Understanding This Dimension

What This Dimension Measures

Guide Identity is the clarity, confidence, and groundedness with which you hold your professional role as a coach. It encompasses how you define and articulate your coaching approach (especially to skeptics or peers with different philosophies), how you maintain appropriate boundaries around scope of practice, how you respond to ego dynamics (both the pull of flattery and the sting of criticism), how you price and position your services, and how you relate to the broader coaching profession. A strong Guide Identity isn't rigidity—it's a secure internal foundation from which you can be flexible. You know who you are as a coach, you can articulate it clearly, and you don't need external validation to feel confident in your approach.

Why This Dimension Matters

Guide Identity directly affects the coach's ability to hold firm when it matters and flex when it serves the client. A coach with a weak identity may take on clients outside their competence, blur the line between coaching and therapy, accept flattery that feeds ego rather than client growth, or shrink when their approach is questioned. Each of these patterns undermines coaching quality. Conversely, a coach with a strong identity can say "This is what I do, this is what I don't do, and here's why" with clarity and warmth. They can receive a compliment without inflating, receive criticism without deflating, and make scope decisions based on client welfare rather than revenue pressure. This stability gives clients an anchor—they sense they're working with someone who knows who they are.

◆ Before You Begin These Exercises

Go back to your Performance Reality Check in the Development Report and find this dimension. If you identified a gap between your score and your real-world results, write it here in one sentence. Let that gap — not just the score — drive how deeply you work through the exercises below.

The gap I identified for this dimension: _____

The honest question for this dimension: *Ask five people in your professional network to describe what you do and who you serve best. Compare their answers. If those five descriptions are inconsistent with each other — or inconsistent with how you see yourself — what does that tell you about how clearly your coaching identity is showing up in the world?*

■ IMPLEMENT: → Grow This Dimension

Your Functional score means you have a solid foundation of professional identity. You know who you are as a coach and can articulate it when pressed. The growth opportunity is moving from a reactive identity (confident when things go well) to a proactive identity (confident regardless of circumstances)—especially around your methodology, pricing, and scope boundaries.

Exercise 1: Guide Identity Statement

Write your Guide Identity Statement: 3–4 sentences that clearly articulate your approach, your philosophy, and what makes your coaching distinctive. Practice saying it aloud until it feels natural—not rehearsed.

My Notes & Observations:

Exercise 2: The Certification Question

Write out your response to “Are you certified?” The goal isn’t to be defensive—it’s to reframe around value delivered. Draft three versions: confident, warm, and brief.

My Notes & Observations:

Exercise 3: Pricing Confidence Check

State your rate out loud right now. Notice any internal flinch. That’s an identity signal. Write about what your pricing says about how you value the results you deliver.

My Notes & Observations:

Exercise 4: Scope Boundary Role-Play

Write out a scenario where a client presents needs beyond your competence. Draft exactly what you would say to refer them with confidence and care. Practice with a peer.

My Notes & Observations:

◆ If You Do ONE Thing

Write your Guide Identity Statement this week: 3–4 sentences that articulate your approach, philosophy, and what makes your coaching distinctive. Say it aloud three times.

★ TRANSFORMATION: Reflect & Commit

Reflection 1: *If someone asked you “What’s your coaching philosophy?” right now, how confidently could you answer? What would you say?*

Reflection 2: *When have you taken on work that was outside your competence? What drove that decision?*

Reflection 3: *How do you respond internally when a client says “You’re so much better than my last coach”? What does that reveal about your identity?*

Reflection 4: *What’s the relationship between your certifications/credentials and your confidence? Are they aligned, or is one driving the other?*

My Guide Identity Action Commitment

Based on the exercises and reflections above, write your specific commitment:

What I will START doing:

What I will STOP doing:

What I will CONTINUE doing:

● Adaptive Methodology

Your Score: 50% — Developing (18/36)

◆ FOCUS: Understanding This Dimension

What This Dimension Measures

Adaptive Methodology is the ability to flex your coaching approach in real time based on what each client and each moment requires. It’s the difference between applying a methodology TO a client and designing a methodology FOR a client. This dimension includes the ability to pivot when a planned session approach isn’t creating movement, to adjust your style for different client processing types (analytical, intuitive, experiential, structured), to integrate coaching and consulting fluidly as the moment demands, and to follow unexpected breakthroughs rather than forcing the agenda. Coaches with strong adaptive methodology treat their tools and frameworks as a toolkit to draw from—not a script to follow.

Why This Dimension Matters

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This dimension determines how many different types of clients a coach can serve effectively. A coach with a fixed methodology will produce excellent results with clients who happen to match their approach—and mediocre or poor results with everyone else. An adaptive coach produces strong results across a much wider range of clients because they're customizing the approach to the person rather than hoping the person fits the approach. Coaching research points to the working relationship—including how well the approach fits the person—as an important part of what makes coaching work. Adaptive methodology is how coaches create that fit intentionally rather than leaving it to chance.

◆ Before You Begin These Exercises

Go back to your Performance Reality Check in the Development Report and find this dimension. If you identified a gap between your score and your real-world results, write it here in one sentence. Let that gap — not just the score — drive how deeply you work through the exercises below.

The gap I identified for this dimension: _____

The honest question for this dimension: *Think about the last client who disengaged or whose engagement felt less successful than others. Was there a moment — early or midway through — where you sensed your approach wasn't quite right for them? What did you do with that signal? If you stayed the course rather than adapting, what would have been different if you had shifted?*

■ IMPLEMENT: → Grow This Dimension

Your Developing score reveals a significant growth opportunity—and one of the highest-impact areas you can invest in. You may be defaulting to one approach regardless of what the client and moment require.

Exercise 1: Client Processing Profiles

For each of your active clients, create a processing profile: How do they process best? What type of questions create movement? What falls flat? Write a profile for each client below.

My Notes & Observations:

Exercise 2: The Plan B Practice

Before each session this week, write down your primary approach AND your Plan B: "If my primary approach isn't creating movement by the halfway point, I will ____." Having a pivot plan makes pivoting possible.

My Notes & Observations:

Exercise 3: Toolkit Expansion

Identify two coaching approaches that differ significantly from your default. Research them this week. You don't need to master them—just build enough fluency to draw from them when the moment calls for it.

My Notes & Observations:

Exercise 4: Flexibility Self-Rating

After each session this week, rate your flexibility on a 1–10 scale. Notice which clients and situations trigger rigidity—those are your growth edges.

My Notes & Observations:

✦ If You Do ONE Thing

Before every session this week, write one sentence: “If my planned approach isn’t working, I will ____.” Having a pivot plan makes pivoting possible.

★ TRANSFORMATION: Reflect & Commit

Reflection 1: *Think of a recent session where your planned approach wasn’t working. What did you do—and what would you do differently?*

Reflection 2: *What is your “default” coaching approach? When does it work beautifully, and when does it fall flat?*

Reflection 3: *How do you currently handle the moment when you realize your approach isn’t landing with a client?*

Reflection 4: *How could you better translate your emotional signals into methodological shifts in real-time?*

My Adaptive Methodology Action Commitment

Based on the exercises and reflections above, write your specific commitment:

What I will START doing:

What I will STOP doing:

What I will CONTINUE doing:

● Tech-Forward Mindset

Your Score: 61% — Developing (22/36)

◆ FOCUS: Understanding This Dimension

What This Dimension Measures

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Tech-Forward Mindset is the willingness and ability to integrate technology and AI tools into your coaching practice in ways that enhance—rather than replace—the human elements that make coaching transformational. It includes openness to digital assessment platforms, AI-assisted session preparation and follow-up, online course creation, asynchronous coaching modalities, CRM and automation systems for practice management, and emerging technologies like virtual reality coaching environments. Critically, this dimension measures not just willingness but strategic thinking about technology—understanding which tools actually enhance client outcomes versus which are just shiny distractions.

Why This Dimension Matters

The coaching profession is at an inflection point. AI can now generate personalized exercises, summarize session notes, create content, and even simulate coaching conversations. Coaches who ignore this reality will find themselves competing on relationship alone—which is powerful but insufficient in a market where clients increasingly expect both the human touch AND the efficiency of technology. Tech-Forward coaches multiply their impact: they can serve more clients through hybrid models, provide better between-session support through AI-assisted follow-up, demonstrate client progress through data and assessments, and build scalable revenue streams through digital products. The coaching itself remains irreplaceably human; the infrastructure around it becomes dramatically more effective.

◆ Before You Begin These Exercises

Go back to your Performance Reality Check in the Development Report and find this dimension. If you identified a gap between your score and your real-world results, write it here in one sentence. Let that gap — not just the score — drive how deeply you work through the exercises below.

The gap I identified for this dimension: _____

The honest question for this dimension: *Calculate how many hours you spent last month on tasks that a well-designed system could handle — scheduling, invoicing, follow-ups, content delivery, manual tracking. Now calculate the revenue you could have generated if those hours were spent on coaching sessions or business development instead. What is the actual cost of not having systems in place?*

■ IMPLEMENT: → Grow This Dimension

Your Developing score comes with a specific pattern: your answers lean toward adopting tools before testing them, or toward moving past the questions people raise about them, such as privacy, accuracy, and what a tool is really measuring. Openness to technology is an asset. The work ahead is pairing that openness with judgment, so the tools you bring into your practice earn the trust the people you guide place in you.

Exercise 1: Outcome Before Tool

For each tool you use or want to use, write the client outcome it should improve and the evidence you would accept. Cross out any tool you can't complete this for.

My Notes & Observations:

Exercise 2: Privacy Walkthrough

List every tool that touches client information. For each, find out where the data goes and how it is protected. Write a plain-language explanation you could give a client in under a minute.

My Notes & Observations:

Exercise 3: Side-by-Side Test

Pick one AI or automation tool. For three sessions, compare its output with your own read. Note where it helped, where it missed, and where it was confidently wrong.

My Notes & Observations:

Exercise 4: The Popularity Check

Think of the last tool you adopted because others were using it. Write down what evidence you had that it worked for your clients. Decide whether to keep it, test it, or drop it.

My Notes & Observations:

✦ If You Do ONE Thing

This week, write a two-sentence privacy explanation for every tool that touches client information, then check that each sentence is true.

★ TRANSFORMATION: Reflect & Commit

Reflection 1: *What's one technology tool that, if you mastered it this quarter, would most improve your coaching practice?*

Reflection 2: *What's your honest relationship with technology? Is it excitement, anxiety, indifference, or something else?*

Reflection 3: *How do you currently think about the boundary between what AI can do and what only you can do in coaching?*

Reflection 4: *What would your coaching practice look like if technology handled all the organization, follow-up, and content generation—freeing you to focus entirely on the deep relational work?*

My Tech-Forward Mindset Action Commitment

Based on the exercises and reflections above, write your specific commitment:

What I will START doing:

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What I will STOP doing:

What I will CONTINUE doing:

Dimension Dynamics: How Your Scores Interact

Your dimensions don't operate in isolation—they interact in ways that amplify your effectiveness or create friction.

Your Insight-to-Action Gap

Strong Emotional Attunement (89%) with developing Growth Activation (56%) can create a pattern where sessions feel deeply meaningful but don't translate into behavior change. Your clients feel profoundly understood—and that experience alone can become the “product” rather than a catalyst for growth. The fix isn't less empathy—it's channeling that empathy into compassionate accountability.

How have you seen this pattern play out in your coaching?

Your Method-Presence Tension

Functional Catalytic Presence (78%) paired with developing Adaptive Methodology (50%) suggests you can hold space beautifully when things are flowing—but when sessions hit resistance, you may default to your planned approach rather than trusting your presence to guide you into what's needed. The opportunity is letting your presence inform your methodology, not the other way around.

How have you seen this pattern play out in your coaching?

Your Identity-Technology Bridge

Functional Guide Identity (72%) combined with Developing Tech-Forward Mindset (61%) creates an interesting opportunity. As you strengthen your identity, you'll gain the confidence to integrate technology as a practice enhancer rather than a threat. Your growing technology fluency will, in turn, reinforce your identity—because using data and tools well makes the value of your work easier to see.

How have you seen this pattern play out in your coaching?

Your 90-Day Development Plan

This framework gives you structure. Customize it based on your priorities.

MONTH 1: FOCUS — Awareness

Notice how your dimensions show up in every session. Track when your strengths help you create breakthroughs and when your growth edges affect session quality.

My Month 1 Focus Dimension(s):

Week 1 Win:

Week 1 Learning:

Week 2 Win:

Week 2 Learning:

Week 3 Win:

Week 3 Learning:

Week 4 Win:

Week 4 Learning:

MONTH 2: IMPLEMENT — Deliberate Practice

Choose ONE development strategy and practice it every session. Start in low-stakes sessions, then apply to your most important clients.

My Month 2 Strategy:

What's working:

What needs adjustment:

MONTH 3: TRANSFORMATION — Integration

Lock in the learning. Apply new behaviors in challenging situations. Combine strength-leveraging with growth-edge development.

What's changed since Day 1:

My next development priority:

At 90 days, retake the EQFIT® Guide's Edge™ Assessment and receive your Growth Report — a side-by-side comparison of both sets of scores, including your Knowing–Doing gaps. Visible progress is the best fuel for continued growth.

★ Your EQFIT® Library Map

Every dimension in this workbook has a home in the Guide's Edge™ books. When an exercise opens something you want to go deeper on:

- Catalytic Presence → *The Person*, Ch. 8 + Ch. 13 • Generative Questioning → *The Person*, Ch. 9 • Deep Listening → *The Person*, Ch. 10 • Growth Activation → *The Person*, Ch. 11 • Emotional Attunement → *The Person*, Ch. 12 • Guide Identity → *The Person*, Ch. 3 + *The Practice*, Ch. 1 • Adaptive Methodology → *The Person*, Ch. 13 + *The Practice*, Ch. 2 • Tech-Forward Mindset → *The Practice*, Ch. 5–8

And you don't have to do this work alone — the EQFIT® community at eqfit.org is where guides practice these capabilities together.

Progress Checkpoints

• 30-Day Checkpoint

- ☐ I notice when my dimensions affect coaching conversations
- ☐ I've tried at least one new behavior from my exercises
- ☐ I can articulate what I'm working on and why

30-Day Notes:

• 60-Day Checkpoint

- ☐ I'm consistently applying at least one new behavior
- ☐ I can feel the difference in some client sessions
- ☐ I've identified what's working and what needs adjustment

60-Day Notes:

• 90-Day Checkpoint

- ☐ New behaviors are becoming more automatic
- ☐ I can point to specific improved client outcomes
- ☐ I'm ready to identify my next development priority

90-Day Notes:

My Commitment

Sam, completing this workbook is the beginning. Transformation happens when you commit to action.

My Primary Development Focus:

The ONE Behavior I Will Practice:

How I'll Know It's Working:

My Accountability Partner:

My 90-Day Check-In Date:

I commit to developing my EQFIT® Guide's Edge™ Assessment for sustainable improvement.

Signature: _____ Date: _____

Your EQFIT® Guide's Edge™ Assessment transformation starts now.

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