

Framing the PSA

PSA: A PERSPECTIVE

The PSA is a milestone. Passing it is an important step in coach development, as it demonstrates to both the developing coach and to the certifying body that the coach has attained a basic level of coaching competence.

The PSA is a step along the way to becoming the coach of your vision. Just as we guide our clients, growth and learning are lifelong activities. Through experience, we continue to develop, serving our clients and our own growth along the way. Assessments are important to stretch ourselves, to ensure ourselves that we understand the best practices of our profession, to give ourselves confidence in our skill, to get feedback on where we are strong and where we have opportunities for growth. It's also critical for our profession to ensure and maintain a level of skilled practice that assures clients, employers, and payers/insurers of that level of competence.

It doesn't matter how many times we take the PSA before passing, only that we learn and continue to grow. It is not uncommon for people to take the bar exam (lawyers) and even the national board exam (NBHWC) more than once. This does not mean that one is less capable than the person who passes the first time.

As we might ask our clients facing a similar scenario, **what self-coaching questions might you ask of yourself?**

- How do you define success? How do you measure success?
- What would be different for you if this submission is/isn't a pass?
- How would you like to respond to the results of this PSA submission?
- If you take the long view, how might you reframe this experience?
- What obstacles or challenges might you anticipate, and how can you plan for them?
- What's the worst that could happen?
 - It would cost another \$300.*
 - What have you invested already toward your coaching?
 - What could this additional investment be worth to you?
 - How would passing impact your vision of being a certified coach?

Not passing would crush my confidence.

- When have you experienced something like this in the past?
- What did you learn from that?
- How did that make you grow?
- How did you overcome it?



ADAPT

Health Coach

- What does disappointment do for you? How does it help you strategize?

It's neither of those two answers, it's something else.

- You're a coach now: what questions would you ask?
- How important is passing the PSA? Scale of 1 to 10? What makes this important to you?
- How confident are you that you will pass it?
 - If confident, what makes that so?
 - If not, what steps can you take to build your confidence? To prepare?
- What resources do you have—or need—to get you all the way to a passing PSA?

Bottom line, assessments can be both challenging and useful at the same time. Even if your submission is not a pass, you have the coaching skills to turn this into growth.

Strong emotions are normal and part of what we deal with in coaching: name them, accept them, watch them change, be compassionate.

Who do you want to be as you prepare for, submit, and respond to the results of your PSA submission(s)?