

Helpful Tips for a Successful PSA

Collected from A-CFHC graduates

Will:

- *I asked all of my practice clients if I could record every session, so I never felt like “this is a recorded session.”*
- *I put the competencies in the most accessible language for me and my style so that I felt comfortable with them, and then I put them into a one-page spreadsheet for easy review.*
- *I used Post-Its on my computer monitor to cue me for my “most developmental” competencies.*
- *After a number of practice sessions of focusing on the competencies and having that be robotic, I then moved on to trusting myself and my coaching, knowing that all sessions were recorded. If one “felt right,” then I could review the recording and score myself.*
- *I meditated before sessions during the PSA period so that I’d show up at my best.*
- *I reviewed and scored probably four or five recordings before deciding on one to submit. I then scored my eventual submission a second time, and then I sat on that submission for 24 hours before turning it in just to see if I had a clear sense that it was something I was comfortable sending in.*
- *I talked a lot with my practice partner about the process and used her as a sounding board.*
- *I talked with other students about my opportunities for development to see how they were tackling certain competencies, and they provided great tips.*
- *Finally, I just took the leap. It takes a certain amount of confidence and trust in oneself to actually submit it.*

MaryAnn:

- *Overall, it is all about practice. I would schedule three sessions on the same day so I could wash, rinse, repeat.*
- *Start recording early in the process to get used to listening for competencies.*



- *Share recordings of practice client sessions throughout the process to get feedback. (For any recording and/or sharing, ensure that you have the client's permission to do so.)*
- *I placed Post-Its with the words 'WHAT' and 'HOW' in my visual field during every session.*
- *I created my own roadmap that deconstructed the framework and was easy to reference during a recording session.*
- *My real breakthrough came when I was able to attach each part of the session to the time. I broke it down into 10-minute sections and kept my eye on the clock.*
- *Don't be afraid of silence; allow for the pause. It helped me focus on listening and to then have the ability to make a good reflection and/or get a powerful question out there.*
- *I don't know about anyone else, but it would be interesting to know how familiar coaches are with clients at the point of a successful PSA. My best sessions were with clients I had worked with at least three times.*
- *If you feel good about a PSA submission, share it with a fellow student and/or peer-partner for feedback to confidently submit. Be sure to get the consent of your client, and always maintain client confidentiality; if the client is known to your peer-partner, find another practice partner or mentor coach for feedback.*

Kelli:

- *Follow the roadmap and manage time to ensure that all the competencies are covered within the 30 minutes. I kept the roadmap next to me during every coaching call.*

Jan:

- *I simplified the roadmap with one keyword for each competency, and many of those words covered several competencies, streamlining it even further.*
- *Practicing some go-to questions that cover several competencies also helps.*
- *Keeping an eye on the time and interrupting when necessary helped me make the 30-minute mark (e.g., with an eye on our time, what would be the most helpful to you as we wrap up?).*
- *It helped to have some familiarity with the client, a few sessions with them already under your belt, including visioning so it's easy to simply refer to it, prior to recording a potential PSA session.*