

# Coaching for Brain Integration

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# Brain Integration

- The linkage of differentiated parts
  - Limbic System & Prefrontal Cortex
  - Left & Right Hemispheres
  - Task Positive Network & Default Mode Network
- Ability to use two areas of key linkage at same time and/or consciously recover more quickly

# THE SEVEN LEVELS OF PERSONAL, GROUP AND ORGANIZATIONAL EFFECTIVENESS

<b>7</b>	<b>SYNCHRONICITY</b> love, harmony	Working from a true understanding that what is within creates what is outside; focus on creating a positive experience for all; the ability to see the gift and possibility in anything. The realm of "magical coincidence."
<b>6</b>	<b>INNOVATION</b> objectivity, openness	The ability to set aside ego, personal agendas and perceived restrictions and explore possibilities from all angles; questing for, seeking, and focusing on the most effective solution to the problem or goal.
<b>5</b>	<b>ENGAGEMENT</b> motivation, tolerance	The desire to bring value, to be a contributor; basic enjoyment of the enterprise; focus on assets and strengths rather than limitations and detriments.
<b>4</b>	<b>COURAGE</b> bravery, resolution	The willingness to take a stand against previously held negative or disempowering beliefs and actions, trusting in the possibility of a positive future (often despite current evidence that a positive future is not likely or predictable).
<b>3</b>	<b>FRUSTRATION</b> anger, egotism	The focus on fighting and jockeying for position against (not with) others; the feeling that the external world (both people and circumstances) must be resisted.
<b>2</b>	<b>FEAR</b> anxiety, craving	The belief that one must protect against almost certain loss, attack or disappointment.
<b>1</b>	<b>HOPELESSNESS</b> shame, dispiritedness	The fundamental inability to see or work towards a positive future.



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# Limbic System & Prefrontal Cortex

- Increase in adrenalin and cortisol
- Diversion of blood to muscles and away from digestion
- Decreased functioning of immune system
- Activates sympathetic nervous system – fight or flight
- Release of anti-inflammatory hormones such as oxytocin
- Release of GABA which calms the impact of adrenalin
- Immune system is boosted
- Activates parasympathetic nervous system – rest & digest

**Limbic System**

**Prefrontal Cortex**

# Left & Right Hemispheres

- Focuses in on one thing
- Interprets what RH sees
- ATL: structure, logic, positivity, focus on sequence and parts
- BTL: rigidity, anger, blame and denial, conformism
- Takes in everything
- Everything comes in through RH
- ATL: freedom, seeing the whole, empathy, broader meaning
- BTL: chaos, emotional overwhelm, fear, pessimism

**Left Hemisphere**

**Right Hemisphere**

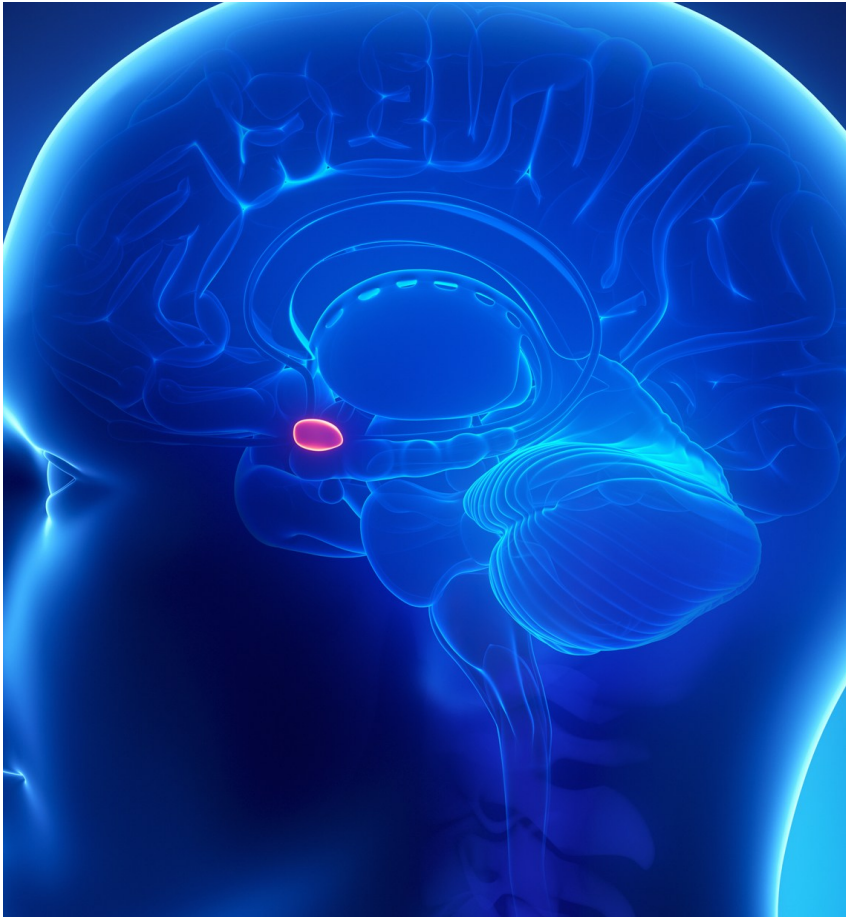
# Default Mode & Task Positive Networks

- Dreaming
- Envisioning the future
- Introspection
- Gauging other's perspectives
- Long-term memory
- Brain is at "wakeful rest"
- Focus on task
- Actively focused on external world
- Planning
- Abstract reasoning
- Short-term (working) memory
- Brain is engaged in goal-directed activity

**Default Mode Network  
(DMN)**

**Task Positive Network  
(TPN)**

# Impact of Coaching on the Brain



- Create a Trusting Relationship
  - Reduce threat response and create a “toward” state
- Foster Insights
  - Quiet the brain, reframe situations, & new neural connections
- Attention/Accountability
  - Celebrate accomplishments & reinforce neural connections

“Next to meditation, coaching is the most brain friendly form of development.”

---Ann Betz

Source: This is Your Brain on Coaching by Ann Betz