



C-FIRE

THE TEAM AND GROUP COACHING
SUPERPOWER QUIZ
Potentials Realized

HERE'S YOUR TEAM AND GROUP COACHING SUPERPOWER QUIZ RESULTS

LET'S TAKE A LOOK AT THEM

Created by:

Jennifer Britton,
Potentials Realized

GroupCoachingEssentials.ca
ICF-CCE Approved Training

TEAM AND GROUP COACHING SUPERPOWER QUIZ™



Congratulations and thank you!

Thanks for making the time to take the Team and Group Coaching Superpower Quiz. I hope you enjoyed the process.

As many coaches make the shift to expanding their reach to groups and teams, it can be valuable to explore our superpowers and skills that we may lean into more when working with larger and more complex systems, especially in times of change.

Coaching presence, and understanding what we bring to the partnership with our clients is important as we grow our range to support the varying needs and styles required in coaching groups and teams. This understanding can help us be more effective as we coach many, and when we go to collaborate with others, including co-coaching and collaboration.

So now, let's talk about your results!

Hi - I'm Jennifer Britton, the founder of the Group Coaching Essentials program, and author of ***From One to Many: Best Practices for Group and Team Coaching***, and several others including the world's first book on Group Coaching back in 2009, and my most recent series, ***Reconnecting Workspaces: Pathways to Thrive in the Virtual, Remote and Hybrid World***. I am a long-term advocate for scaling the coaching conversation in order to effect change, impact, and learning, and creator of this quiz.

As an author, coach trainer, coaching supervisor and mentor coach, I've been involved in helping coaches sharpen their skills, and create a pause around their work to gain new insights, and continue to grow and stretch in new areas. and we work with more autonomy, it's even more important for us to be aware of how we show up and what motivates us.

And that led me down the path of creating this quiz, so you can get more clarity about YOUR coaching supervisor which will influence your approaches, your go-tos and areas you might consider growing more into.

So let's get to your results!

Jennifer Britton

Jennifer Britton
CEO - Potentials Realized
Founder - GroupCoachingEssentials.ca
Podcast Host - Remote Pathways
Author - From One to Many: Best Practices for Team and Group Coaching; Reconnecting Workspaces
Award Winning Program Designer (ICF Prism Award, 2016; Curriculum Design, 2017)
Team and Group Coach
Email: info@potentialsrealized.com
Phone: (416)996-8326



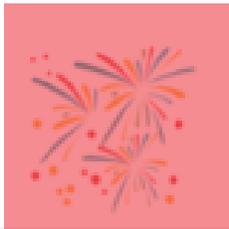
TEAM AND GROUP COACHING SUPERPOWER QUIZ™

THE TEAM AND GROUP COACHING
SUPERPOWER QUIZ
Potentials Realized



Your Team and Group Coaching Superpower is "C-FIRE" - the Catalytic Fire Cracker

Team and
Group Coaching
Superpower



Based on the information you've shared and the little I know about you and your situation, your team and group coaching superpower is what's known as "C-FIRE" or the "Catalytic Firecracker".

TEAM AND GROUP COACHING SUPERPOWER QUIZ™



Here's What That Means...

Here's a high level overview of the Catalytic Firecracker Coach :

Also, known as the go-getter or provocateur, the Catalytic Firecracker coach is a bold coach who incites action. Like fireworks, they make a splash, are usually in action and are dynamic. The icon of the catalyst is the fireworks.

The Catalyst values ACTION. Their gift is in acceleration of clients and splash! Their blindspot may include diving into the deeper layers of awareness with a client, slowing things down and being able to hold the space for a pause.

Characteristics: Just like fireworks, the Catalytic Firecracker coach creates a splash. They are seen as someone who gets things started or initiated, they get things done, and they have a boldness to their work which sometimes may push the envelope in getting things done.

On the continuum of action versus awareness, they are all about action. On the continuum of results and relationships they are all about results. they are all about getting the 360 degree view. The drive for action and results may at times be overpowering to clients, minimizing the focus on Relationships and Results. Both are needed for high performance in today's workspace.

Coaching Priorities: Coaching priorities include a focus on Goals, actions, implementation, and Results. The Catalytic Firecracker is likely to focus on goals including Key Performance Indicators (KPIs) or OKRs (Objectives and Key Results), as well as helping clients measure metrics.

Their gift is ACCELERATION!

The Superpower: One of your greatest superpower is about getting people started and into action. This is important in today's world, with an emphasis on kinesthetic approaches, as well as those grounded in measurement.

Mantra : What's your next step?

In the coaching zone, the Catalytic Firecracker coach will want to watch that:

- Your focus on action is not the detriment of awareness;
- Your focus on numbers, movement and results is not a detractor to others.

As a Catalytic Firecracker you may also be known as a PROVOCATEUR, inciting others to action. You are known for your boldness in the coaching process. What can you do to dial this up?

What are the conversations needed with the group and teams you are working with?

TEAM AND GROUP COACHING SUPERPOWER QUIZ™



Common “Catalytic Firecracker” Mistakes & Pitfalls

The stretch for the Catalytic Firecracker is often around pace, and your blindspot may include diving into the deeper layers of awareness with a client, slowing things down and being able to hold the space for a pause.

Derailers for the Catalytic Firecracker is paying attention to too much or too little attention to detail. The Catalytic Firecracker coach is often in the space of making things happen that they are not spending enough time on the minutia (the detailed ground level) nor are they spending enough time on the strategic level.

C-FIREs can become impatient when clients don't want to stretch, learn and move into action.

Triggers: Triggers are elements that will set Catalytic Lighthouse Coaches off. This could include: The pace of the coaching conversation being too slow, clients who want to focus on BEING rather than DOING, or clients who are hesitant to stretch and grow. Each of these may throw these coaches for a loop.

And here's the thing...

The world of group and team coaching is complex. It's likely that in every group or team we work with there will be one or many people who need a slower pace, the opportunity to pause (in fact, teams continue to highlight that this is one of the main benefits of team coaching), and those who don't want to stretch, grow or take a risk.

Rather than getting frustrated by those who are moving at their own pace, and want to spend more time in deepening awareness and building relationships rather than focusing on results, use this as an opportunity for you to grow your range.

Allow time for your clients to pause, connect and explore the various perspectives and layers around their work. Continue boosting the enablers of working with others around their GOALS, Action and AWARENESS.

Watch for your derailers of focusing too little time on details or process.

As a coach with Catalytic Firecracker superpowers you bring the ability to "incite others into action" and have the potential to get it started. Hence the name "provocateur".

Partnering and Collaboration

When you look to collaborate or co-coach, consider partnering with someone who is focused on AWARENESS and RELATIONSHIPS. This will provide your clients with the range of ACTION, AWARENESS, RESULTS and RELATIONSHIPS that the two of you can bring. All are necessary ingredients for excelling in today's ever-changing workspace.

As a coach you are likely to compliment coaches with the Grounded Labyrinth superpower who excel in the areas of mindfulness, and groundedness, as well as coaches who are strong in Ecosystem Connection who often act as bridges, and have a knack for connecting the dots. These are sometimes areas you are "too busy" to focus on.

What can you do to examine your blindspots and growth edges, and take action around them?

TEAM AND GROUP COACHING SUPERPOWER QUIZ™



Resources to Check Out

Ongoing learning is so important in today's workspaces. This quiz touches on a few areas which are key for success in today's hybrid and remote world.

As an author, coach trainer and supervisor, I have created a range of resources you may want to dip into to learn more including programs, books and ICF-CCE programs.

As a Catalytic Firecracker Coach you may be interested in checking out:
Chapter 11 in [From One To Many: Best Practices for Team and Group Coaching](#) around Collaboration or Chapter 10 in [Reconnecting Workspaces: Pathways To Thrive in the Virtual, Remote and Hybrid World](#).

In our work as team and group coaches it is important to leverage the different perspectives in order to build the trust and connection ESSENTIAL for groups and teams to trust each other to dive into the deeper waters of group coaching conversations. Refer to chapters on Trust, Safety and Connection in [Reconnecting Workspaces](#) (Chapter 5) and [From One to Many: Best Practices for Team and Group Coaching](#). If you prefer to listen check out episode 13 of the Remote Pathways podcast, available on all your favorite podcast players.

We spend a lot of time in [Group Coaching Essentials](#) (8.75CCEs) exploring the different ways to build trust, safety and connection required by coaching groups.

Check out the related podcast episodes over at the Remote Pathways Podcast at [RemotePathways.com](#), especially [Episode 13 on Trust, Connection and Safety](#).

Have a co-coach you are collaborating with, or partnering with? Have them take the Superpower quiz and share your results together. Use the questions included in the collaboration chapters listed above to deepen your partnership.

If you are working with hybrid teams, consider leveraging the power of the Hybrid Work Styles Quiz (<https://bitly.com/hybridworkquiz>) as a discussion point. You may also want to consider joining us for the [Coaching the Hybrid Work Styles training](#) (5 weeks), or [Activating Your Group and Team Coaching Superpower](#) (5 weeks).

Check out all our program offerings around team and group coaching at [GroupCoachingEssentials.ca](#)

My guess is that you may have questions about your superpower and what supports can work for you.

[PICK UP A COPY OF RECONNECTING WORKSPACES](#)

[Pick up a copy of From One To Many: Best Practices for Team and Group Coaching](#)

TEAM AND GROUP COACHING SUPERPOWER QUIZ™



Leveraging Your Superpower in Group and Team Coaching

Ongoing learning and expanding our range is so important for coaches and in today's workspaces. Activating our superpower for the benefit of our clients is also important. This quiz touches on a few areas which are key for success in coaching groups and teams. What's possible?

As a group coach you are likely to be bringing people together from different roles, backgrounds, and sometimes geography and industries. As a coach that means that group members are coming with different goals, and perspectives.

Activate your superpower around working with goals and metrics and action, to help clients build momentum and achieve the quick wins that are important in our work. As the provocateur, your energy may be infectious, or at least will be noticed. What can you do to "light a firecracker" under others, when appropriate. Be aware of trying to move teams into conversations too quickly, or pushing all group members to action right away.

It is important that we take time to build the trust and connection ESSENTIAL for groups to trust each other to dive into the deeper waters of group coaching conversations. Refer to chapters on Trust, Safety and Connection in Reconnecting Workspaces (Chapter 5) and From One to Many: Best Practices for Team and Group Coaching. We spend a lot of time in Group Coaching Essentials (8.75 CCEs) exploring the different ways to build trust, safety and connection required by coaching groups.

As a team coach you are really good at helping teams get ACTIVATED. The initial burst and flurry of action does not always equal sustainable action. Be sure to spend time also on RELATIONSHIPS and digging into the Awareness Realm of coaching. Your strength is likely attention on focusing on results, holding accountability and providing check-ins. Be sure to leave time to have discussion around what clients are noticing around "what's below the waterline" of the iceberg so that they are able to explore and learn from different perspectives, and layers of awareness.

Check out chapter 16 of Reconnecting Workspaces for more on the ACTION/AWARENESS realms of coaching, and chapter 3 and 4 for what team's need in today's evolving workspace, especially remote and hybrid environments. Be sure to also check out the ICEBERG model to coaching teams which I first introduced back in PlanDoTrack, and which can be found in Reconnecting Workspaces. In Team Coaching Essentials we explore the core skills needed for team coaches, and explore the balance for teams around Results and Relationships, and Action and Awareness.

Another superpower of yours is helping with measurement. This is a key focus for many teams and organizations today. Be sure to shine your light on this!

Connection to the Hybrid Work Styles Quiz - Some of your clients may have taken this quiz or the Hybrid Work Styles Quiz. The Catalytic Firecracker coach may find a lot of common ground with the Builder (BLDR) in the Hybrid Work Styles. Both of you bring interest, skills and attention around building robust cultures. You can find that quiz at <https://bily.com/hybridworkquiz>.

My guess is that you may have questions about your Team and Group Coaching Superpower and what supports can work for you. Turn the page to learn more about our offerings.

[Check out our upcoming ICF-CCE approved training and supervision opportunities](#)

TEAM AND GROUP COACHING SUPERPOWER QUIZ™



Your Next Steps

Now you might be wondering...

What can I do to leverage my superpowers more? How do my superpowers add value to group and team coaching conversations? What do my superpowers look like when I co-coach?

Given that those you coach may also be interested in this, How do you know what different superpowers are needed in a team, and what superpowers clients bring? How do you know what to do to capitalize on your superpower?

Well, this is what I do all day, every day... At Potentials Realized we work with coaches to expand and sharpen their skills, practices and approaches for group and team coaching. We also support teams and organizations in growing their remote and hybrid approaches which includes work around strengths, and styles, to leadership and teamwork processes.

My guess is that you may have questions about your Team and Group Coaching superpowers and what supports can work for you and others you work with.

We'd like to invite you to book a call with us to discuss your superpower and to learn more about what you can do to ACTIVATE it more in your work, whether you work with groups or teams.

And because you have made the time to take this assessment and tell me a little about you and your situation, I'd love to hook you up with the opportunity to join us for this complimentary 15 minute call.

During this call you'll discover a little more about yourself and how it can support you, and your fellow co-coaches in shifting how you work with teams and groups towards better relationships and results.

Be sure to book this call now. Go ahead and do this right now while you're on this page and you're thinking about it.

Use the link below or visit <https://bit.ly/quizzesuperpower> and book a 15 minute call with myself or my team about group and team coaching and your superpowers.

Let's have a conversation around what's going to support you in activating your superpowers more!

[Book Your 15 minute Team and Group Coaching Superpower Call and identify your next steps to activate them!](#)



C-FIRE

Catalytic Firecracker



3 Ways to GROW as a Coach

1.

Explore coaching supervision. Supervision supports you on three levels - with skills, being and reflection. Check out our group and individual supervision offerings.

2.

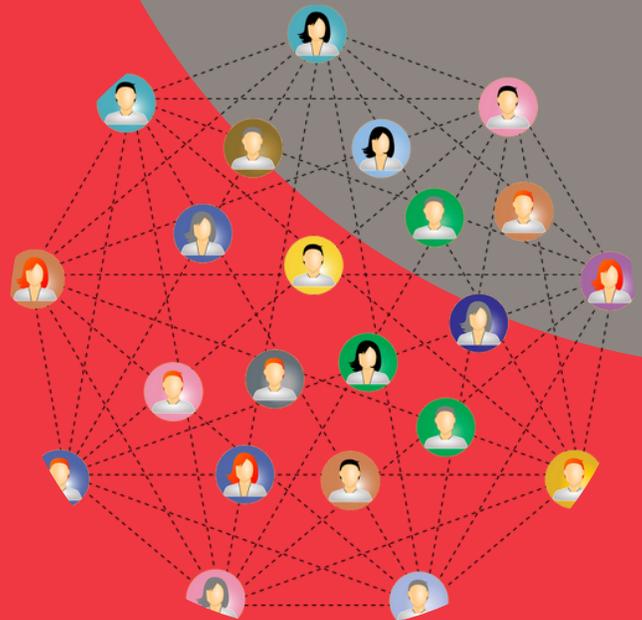
Join us for an ICF-CCE approved program - Group Coaching Essentials (8.75 CCEs), Team Coaching Essentials (14 CCEs) or the Advanced Group and Team Coaching Practicum (10 CCEs). You might also want to join us for the Coaching the Hybrid Work Styles program or Activating Your Group and Team Coaching Superpowers.

3.

Pick up one of Jennifer's books on Amazon - From One To Many: Best Practices for Team and Group Coaching, Reconnecting Workspaces (Hybrid Work) or Effective Virtual Conversations.

GroupCoachingEssentials.ca

Set up your 15 minute call to discuss your superpower at <https://bit.ly/quizsuperpower>



CCE

ICF CONTINUING COACH EDUCATION

