

C-TOOL



# HERE'S YOUR TEAM AND GROUP COACHING SUPERPOWER QUIZ RESULTS



## LET'S TAKE A LOOK AT THEM

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ICF- CCE Approved  
Coach 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 other partnerships.

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 since 2004. As group and team coaches we are required to expand our range and activating our superpowers, and collaboration with others is critical for success. Understanding what we uniquely bring to the conversation is core to excellence as a coach.

And that led me down the path of creating this quiz, so you can get more clarity about YOUR coaching superpower 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

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# TEAM AND GROUP COACHING SUPERPOWER QUIZ™

THE TEAM AND GROUP COACHING  
**SUPERPOWER QUIZ**  
*Potentials Realized*



## Your Team and Group Coaching Superpower is "C-Tool" - the Creative Toolmaster



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-Tool" or the "Creative Toolmaster".

# TEAM AND GROUP COACHING SUPERPOWER QUIZ™



## Here's What That Means...

The Creative Toolmaster is always on a quest for resources. Their priority as a coach is in creating the space for their clients to explore Innovation, Creativity, and General Insights through the Creative Spark. Like many other of the styles, the Creative Toolmaster is all about ongoing learning and creation as part of their process.

**Characteristics:** Just like the toolkit pictured above, you have a knack for creating new ways of activating insights and action. Whether it's incorporating a new coaching approach or experimenting, you are always on the search to try something new and learn from it.

The metaphor for this superpower is the toolkit. Your work as a coach is full of trial and experimentation. You are confident in their ability to find a customized solution for their clients via the weaving together of different approaches.

Coaches with this superpower bring the gift of experimentation, learning and iteration. You are likely to always be on the edge of evolving something new in our profession for the benefit of our clients!!

**Coaching Priorities:** The focus for the Creative Toolmaster is on supporting their clients in:

- Creativity
- Thinking differently/out of the box
- Helping people get in their stretch zone
- Working with somatic approaches (body centered work and Gestalt approaches)
- Accessing and creating creative approaches for coaches that may not be the traditional approaches such as visual cards, graphic coaching and hands-on tools like dice, visual cards and post its.

This creativity spans both the physical and digital space.

Creative Toolmaster coaches value tools and resources and are often on a quest to find something even more creative or impactful for the teams they are working with.

Your energy is generated often through the creative process, by learning and then trying it out, getting feedback and trying it out again.

**Mantra :** Experiment, learn and grow.

In the coaching zone, the Creative Toolmaster will want to watch that:

Their innovation is not just for innovation's sake;  
You do not over-engineer or think that you always have to lead with tools

As a Creative Toolmaster you bring the gift of helping people try things out, innovate and learn. These are critical skills for success in today's world. C-Tool Coaches will want to explore whether your approaches are supporting ACTION or AWARENESS, RESULTS or RELATIONSHIPS. Team coaching is about supporting clients to find alignment as a team, while group coaching is about supporting the diverse needs of people with common interests who are on their own path. Coaching is not only about AWARENESS. It's also about ACTION. High performance for Teams is not just about relationships, it's also about results. What are you doing to explore this in your conversations and experimentation?

# TEAM AND GROUP COACHING SUPERPOWER QUIZ™



## Common “Creative Toolkit” Mistakes & Pitfalls

Coaches who have these superpowers get derailed when clients do not want to try something creative or innovative and "want to stay in their lane". Their stretch is leaving their tools behind. Coaching, especially team coaching does not need to be over-engineered, and it can be important to bring conversations back to the basics.

The Creative Toolmaster can sometimes be seen as having too much fun and not being serious. It is valuable to help others see that learning can take place informally and also when you are having fun.

You can become impatient when clients want to always do the same thing rather than working in different ways. Know that your creativity is contagious, and demonstration is often better in effecting change rather than telling.

**Triggers:** Triggers are elements that will set Creative Toolkit Coaches off. This could include: clients not leaning into creativity, a lack of appreciation of creativity and lack of focus. 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 takes time to build the necessary trust, safety and connection for people to connect to have the conversations that matter and will effect change. Change happens over time.

It's important to meet clients where they are at. Rather than getting frustrated, continue to leverage your strength in creativity and innovation. Continue taking time supporting clients with experimentation, iteration and learning.

As a coach with Creative Toolkit superpowers you bring the ability to creative rich, experiential learning opportunities which are creative and offer people an opportunity to think in different ways. What can you do to get people more actively involved in their learning and action.

## Partnering and Collaboration

As a team coach it is likely that you are going to want to develop a variety of partnerships to bring more to the coaching relationship including co-coaching relationships, and possibility joint ventures. Research continues to show that partnerships are often stronger with complimentary styles. You and your co-coach and other partners may want to use this quiz as a "conversation sparker" about your styles, and leverage some of my writing around collaboration and co-coaching as you go to design your partnerships. We cover more of this in the **Activating Your Team and Group Coaching Superpower** training.

As a coach with Creative Toolkit superpowers you bring the ability to support others in trying out new approaches, and sometimes being a provocateur. You'll find many synergies with the CREATIVE TOOLKIT Coach, and possibly a great complimentary partner with a GROUNDED LABYRINTH Coach.

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

# TEAM AND GROUP COACHING SUPERPOWER QUIZ™



## Resources to check out

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

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 including:

The Conversation Sparker Cards™ -Check them out at [ConversationSparker.com](http://ConversationSparker.com). You'll find the 72 image deck, along with the Square Journaling Sparker Cards, and the Teams365 Team Leader Sparker Cards.

At my YouTube Channel ([EffectiveGroupCoach](http://EffectiveGroupCoach.com)) check out the calls on *Working with Visual Cards*, or *Working with Vision*, or Experiential Approaches. Refer to the Appendices in my books *Effective Group Coaching* and *From One to Many: Best Practices for Team and Group Coaching*.

***If you work with Hybrid and Remote Teams, check out Chapter 7 of Effective Virtual Conversations for 24 different ways to facilitate fun virtual conversations, OR check out the Team Tools in the 21 chapters of Reconnecting Workspaces which is more geared to hybrid and remote teams.***

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. 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](http://RemotePathways.com) (Episode 13 focuses on the Triad of Trust, Safety and Connection). My TEDx talk does too!***

Have a co-coach you are collaborating with, or partnering with? Take the quiz and share your results together. Use the questions included in both of these chapters 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 program, or Activating Your Group and Team Coaching Superpower.

My guess is that you may have questions about your Superpowers and what supports can work for you. Turn the page for more...

**PICK UP A COPY OF RECONNECTING WORKSPACES**

ORDER ON AMAZON

# TEAM AND GROUP COACHING SUPERPOWER QUIZ™



## Leveraging Your Superpower in Group and Team Coaching

Ongoing learning 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. Your superpower of trying different things will be exciting to different group or team members at different times.

Activate your superpower around helping people get into their stretch zone to support clients in experimentation and learning. The ability to create a safe space to try things out, experiment and learn is a valuable space in today's rapidly changing world. Your conversations can provide a safe space for trying new things for both groups and teams.

As a team coach you are great at helping them have fun, try something different, and explore new practices. These are all important in helping teams find alignment and helping them activate RELATIONSHIPS for BETTER RESULTS. Be sure to put as much attention on focusing on results, holding accountability and providing check-ins as you might be exploring 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 (Chapter 3). 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 likely to be able to work with a variety of approaches. Given the range of coaching many this is important. 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 Creative Toolmaster coach may find a lot of common ground with the Culture Wizard in the Hybrid Work Styles, and the Innovative Experimentier. Both of you bring interest, skills and attention around building robust cultures, experiences and getting outside of the lines.. You can find that quiz at <https://bitly.com/hybridworkquiz>.

We cover more about the differences between group and team coaching in our ICF-CCE approved coach training - Group Coaching Essentials (8.75 CCEs), Team Coaching Essentials (10 CCEs) and the Advanced Group and Team Coaching Practicum (10 CCEs). Take one, or bundle them all together with the trifacta. More at [GroupCoachingEssentials.ca](http://GroupCoachingEssentials.ca).

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 coaching 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 connect you 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/quizsuperpower> 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!**

# 3 Ways to GROW as a Coach

1.

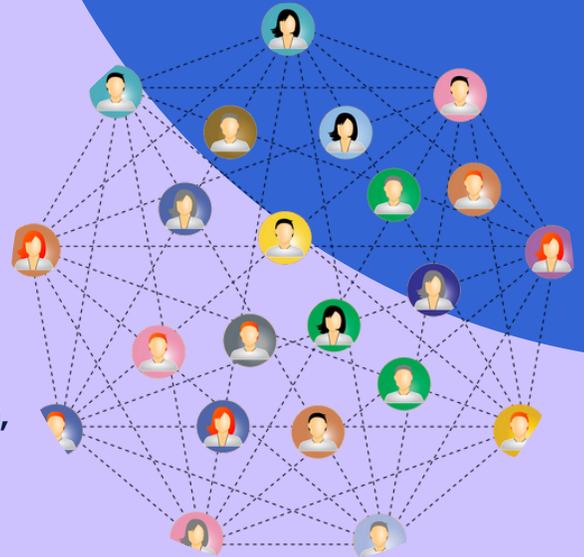
Explore coaching supervision. Supervision supports you on three levels - with skills, being and reflection. Check out our group and individual coaching supervision

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 consider Coaching the Hybrid Work Styles or Activating Your Group and Team Coaching Superpowers

3.

Pick up a copy of one of Jennifer's books - From One to Many: Best Practices for Team and Group Coaching, Coaching Business Builder, or Reconnecting Workspaces to name a few! You'll find them at Amazon.



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COACH EDUCATION

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[GroupCoachingEssentials.ca](https://www.GroupCoachingEssentials.ca)

Set up a 15 minute call at  
<https://bit.ly/quizsuperpower>