

E-CONN



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

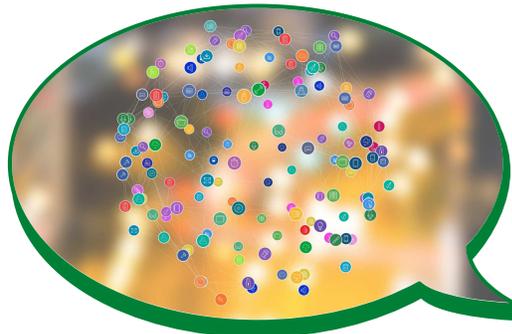
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**LET'S TAKE A LOOK AT THEM**

**Created by:**

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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!

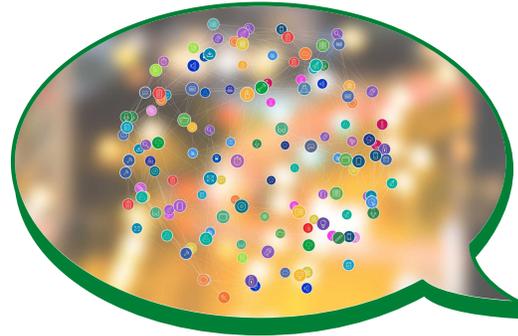
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# TEAM AND GROUP COACHING SUPERPOWER QUIZ™



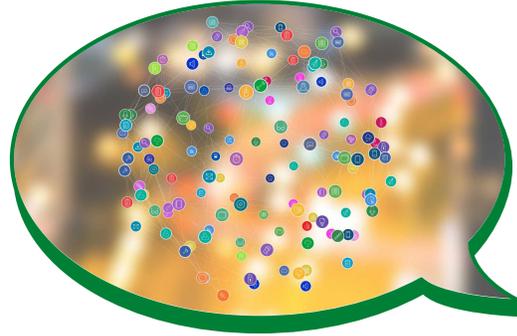
## Your Team and Group Coaching Superpower is "Ecosystem Connector"

### E-Conn



Based on the information you've shared and the little I know about you and your situation, your hybrid work style is what's known as "E-CONN" or the "Ecosystem Connector".

# TEAM AND GROUP COACHING SUPERPOWER QUIZ™



## Here's What That Means...

Here's a high level overview of the coach with Ecosystem Connector Superpowers:

The Ecosystem Connector Coach is all about connections, and the wider system individuals, groups and teams operate within. The Web icon signals Liaison and Connection. Known for their focus on partnership, relationships and connection, the Ecosystem Liaison/Web Coach takes the stand for the ECOSYSTEM in coaching. Their priorities are all about RELATIONSHIPS and EMOTION. The Ecosystem Coach is well versed in working with systems in the coaching process.

### Characteristics:

Ecosystem Connector coaches are energized by perspectives, learning and exploring the system. Your presence is often described as an integrator, a connector, and inclusive.

These coaches are often energized by possibilities, integration, holistic approaches, and seeing and working with things at multiple layers and perspectives. The Ecosystem Connector is often seen as the one who takes a stand for emotions and LOVE.

Coaches with this superpower bring the gift of supporting clients to see the bigger systems and notice the connections in their work. Connections include connections with others, resources, approaches. This leads us to the metaphor of the web and/or bridges.

**FOCUS:** The focus of the Ecosystem/Web coach is on stakeholders and systems. Individuals, team and groups do not operate in a vacuum. They operate in a complex web of layers and connections, internally, externally, current and future focused (what Peter Hawkins would call FUTURE-BACK).

**Coaching Priorities:** Coaching approaches those with the Ecosystem Connector superpower may activate on a regular basis include: **Stakeholder Analysis** – helping the team identify who they are in relationship with, not only internally, but also externally; **Stakeholder Mapping**; Envisioning the Future (including our **Draw Your Future™** process) and Inside-Out and Future Back Thinking (as named by Peter Hawkins).

**The Superpower:** The gift of the Coach with Ecosystem Connection Superpowers is in helping people view the whole, the larger system and helping others find bridges between what may be seen as disparate. Of all the coaches you are often the one who is a convenor and brings the natural talent of connecting with others and putting them at ease.

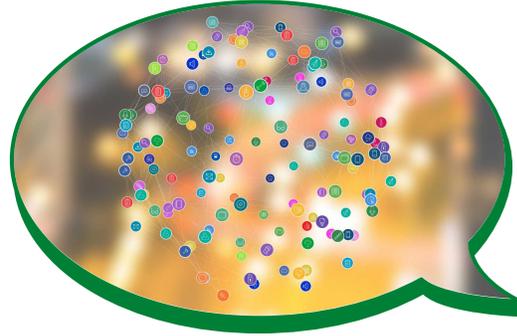
**Mantra :** It's all about the connection.

In the coaching zone, those with the Ecosystem Connector superpower will want to watch that:

- Your focus on connections is not in the way of standalone items;
- Your exploration of relationships and Awareness is not at the expense of RESULTS, and/or ACTION;

As a Ecosystem Connector coach you bring the gift of helping clients view things in an integrated whole, and also from the lens of emotion. What's possible in your conversations?

# TEAM AND GROUP COACHING SUPERPOWER QUIZ™



## Common “Ecosystem Connector” Mistakes & Pitfalls

Coaches who have these superpowers get derailed when there is oversimplification or people are not seeing the connections They can become impatient when clients don't want to explore the web.

The stretch for the Ecosystem Liaison/Ecosystem Connector is polarity thinking (either/or) as they naturally see things in all the multiplicity. This multiplicity leads to an embrace around complexity but may make things appear more tricking for newer coaches. These coaches can benefit from seeing on the other side of complexity (as David Clutterbuck would assert).

**Triggers:** Triggers are elements that will set Ecosystem Connector Coaches off. This could include: Teams that work in silos, who don't see themselves in a larger whole; clients who operate at only one layer such as head, rather than seeing things in an integrative way (i.e. Head, Heart and Guts) or a focus on ACTION at the expense of INTEGRATION and AWARENESS.

And here's the thing...

The world of group and team coaching is complex. It is about developing the skills and insights to help our team and group clients explore the layers of beliefs, insights, mindsets, and connections that will effect change. Change happens over time.

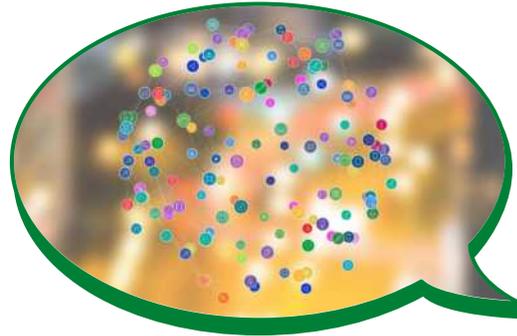
Rather than getting frustrated by the silos that exist which gets magnified or the push for only RESULTS (rather than enhanced relationships) out of the coaching process, continue to leverage your strength in seeing connections, and helping others (your clients, sponsors and other stakeholders) understand that they are just one part of a wider ecosystem.

## Collaboration and Partnering

As a coach with Ecosystem Connector superpowers you bring the ability to see patterns and connections and are really good at taking a deep dive into awareness and layers. When you look to collaborate or co-coach, consider partnering wit someone who is focused on ACTION and RESULTS, like a Catalytic Firecracker or Creative Toolmaster. 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.

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

# TEAM AND GROUP COACHING SUPERPOWER QUIZ™



## Leveraging Your Superpowers in Team and Group 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 different perspectives 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 my books, **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 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. 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.

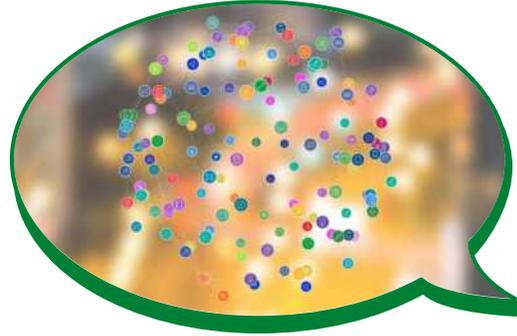
Another superpower of yours is helping grow culture. This is a key focus for many teams and organizations today. Be sure to shine your light on this! This is what makes you similar to the Coaching Wizard in the [Hybrid Work Styles Quiz](#).

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 trifecta. More at [GroupCoachingEssentials.ca](#).

My guess is that you may have questions about your Team and Group Coaching Superpower and what supports can work for you. There are some practical and tactical next steps for you as a coach. Turn the page!

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

# TEAM AND GROUP COACHING SUPERPOWER QUIZ™



## Resources to Check Out

This quiz touches on a few areas which are key for success in coaching groups and team's in today's multi-dimensional world - in-person, hybrid and remote.

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 Ecosystem Connector 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 or Chapter 3 and 4 in **Reconnecting Workspaces: Pathways To Thrive in the Virtual, Remote and Hybrid World** on building a robust culture in the hybrid space..

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**. Episode 13 of the [Remote Pathways podcast](#) also explores this.

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](#).

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.

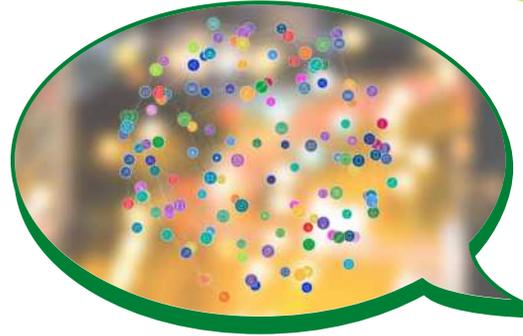
If you are working with hybrid teams, consider leveraging the power of the **Hybrid Work Styles Quiz** (<https://bitly.com/hybridworkquiz>) as a discussion point. You may also want to consider joining us for the **Coaching the Hybrid Work Styles** training, or **Activating Your Group and Team Coaching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

My guess is that you may have questions about your group and team coaching superpowers 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*  
ON AMAZON**

# 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, as well as 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/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

GroupCoachingEssentials.ca

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). Also consider joining us for the Coaching the Hybrid Work Styles or Activating Your Team and Group Coaching Superpowers.

3.

Pick up a copy of one of Jennifer's books - **Reconnecting Workspaces** (Virtual, Remote and Hybrid Work), OR **From One to Many: Best Practices for Team and Group Coaching**

Set up a 15-minute call to explore your quiz results more in-depth at <https://bit.ly/quizsuperpower>  
GroupCoachingEssentials.ca



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COACH EDUCATION

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