

S-LT-HS



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

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## LET'S TAKE A LOOK AT THEM

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**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*



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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 "S-LHTS" - the Spiral Lighthouse

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 "S-LHTS" or the "Spiral Lighthouse".

# TEAM AND GROUP COACHING SUPERPOWER QUIZ™



## Here's What That Means...

The Spiral Lighthouse Coach is all about deepening the learning and creating a grounded harbor of trust, safety and connection.

**Characteristics:** Just like the light at the top of the lighthouse you are all about getting the 360 degree view. They are very skilled at seeing for along distance in many directions. They are also great at finding the connection between the ground and the meta view and in this respect are also well known for their work with layers and alignment.

Coaches with this superpower bring the gift of seeing things in a holistic 360 view, and recognize that learning is ongoing and things/vantage points will change as the journey proceeds. This leads us to the metaphor of the spiral staircase.

**Coaching Priorities:** Coaching priorities include getting the 360 view (hence the light at the top of the lighthouse), providing a full spectrum of perspectives. The Spiral Lighthouse coach is also likely to be very adept at working at various layers upwards - from values to vision. Inquire about the Lighthouse Model to Leadership Conversations™ from Potentials Realized/Jennifer Britton.

**The Superpower:** One of your greatest superpower is creating the trust, safety and connection (the grounded harbor), and helping people go up the layers to explore what's both above and below the waterline. Refer to the Iceberg model Jennifer shares in her Reconnecting Workspaces (Chapter 3). You are fantastic at exploring layers and different perspectives, while also building large amounts of trust and connection.

**Mantra :** Many layers and any perspectives

In the coaching zone, the Spiral Lighthouse coach will want to watch that:

- Your focus on the layers does not over complicate;
- Your exploration of different layers and perspectives (Awareness) is not at the expense of action;

As a Spiral Lighthouse coach you bring the gift of helping people view issues from different parts of the staircase and building. You will want to make sure that these nuances are not making things too complicated. Team coaching is about supporting clients to find alignment. What bridges are you exploring with clients between the different layers?

Likewise, coaching is not just 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?

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## Common “Spiral Lighthouse” Mistakes & Pitfalls

Coaches who have these superpowers get derailed when clients do not want to look at the layers OR want to move right into action, without considering different perspectives. They can become impatient when clients want to look at things in one way, rather than noticing the differences when you start moving up the spiral staircase.

**Triggers:** Triggers are elements that will set Spiral Lighthouse Coaches off. This could include: Too much speed, lack of attention to different perspectives or layers, and when things are over simplified. 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.

Rather than getting frustrated by time pressures or a push for RESULTS out of the coaching process, continue to leverage your strength in building in time for your clients to pause, connect and explore the various perspectives and layers around their work. Continue taking time helping them move between the ground level of values and the high level of vision.

As a coach with Spiral Lighthouse superpowers you bring the ability to build trust and connection, and explore the various layers. When you look to collaborate or co-coach, consider partnering with someone who is focused on ACTION and RESULTS. This will provide your clients with the range of ACTION, AWARENESS, RESULTS and RELATIONSHIPS. All are necessary ingredients for excelling in today's everchanging workspace.

## 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 Spiral Lighthouse Superpowers you bring the ability to explore the different layers of awareness, while building the solid foundation of trust, safety and connection.

When you look to collaborate or co-coach, consider partnering with someone who is focused on ACTION and RESULTS. 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 Spiral Lighthouse coach may find a lot of common ground with the Culture Wizard 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>.

# 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 focus coaches working in today's in-person, 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.

The following is just a starting point to consider learning more:

As a Spiral Lighthouse Coach you may be interested in checking out the co-facilitation questions found in: Chapter 11 in my book, **From One To Many: Best Practices for Team and Group Coaching** around Collaboration or Chapter 10 on Relationship Management 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 chapter 5 on Trust, Safety and Connection in **Reconnecting Workspaces**.

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. This is a foundational element to ensure there is enough trust to enter into the coaching conversation.

Check out the related podcast episodes over at the **Remote Pathways Podcast** at RemotePathways.com, especially Episode 13 which explores Trust, Safety and Connection - <https://www.remotepathways.com/podcast/ep013-building-trust-and-connection-in-the-remote-space-an-essential-foundation> .

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, in tandem with the co-facilitation questions above.

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 superpowers and what supports can work for you. Turn the page for more...

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

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

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.

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 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 (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 helping grow culture. This is a key focus for many teams and organizations today. Be sure to shine your light on this!

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](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 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

1.

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

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). Register at [GroupCoachingEssentials.ca](https://GroupCoachingEssentials.ca). Check out *Coaching the Hybrid Work Styles and Activating Your Team and Group Coaching Superpowers*

3.

Connect in with Peers for Dialogue and Learning in our Community Calls and other regular virtual events

Set up a call with myself and the Potentials Realized team to explore your quiz results more in-depth at <https://bit.ly/quizsuperpower>  
[GroupCoachingEssentials.ca](https://GroupCoachingEssentials.ca)

