Knowing Your D.A.T.A.

*There are a zillion ways to know yourself better. In addition to assessments and inventories, try thinking through these four categories. Before anything else, the role of any assessment is for your coachee—or you! to better understand his or her own story, hopes, and resources. Of course, assessments also help us as coaches to shape our curiosity and questions. Think of this as an intuitive and emotional exercise as much as an analytical one.*

*Take a few notes on the worksheet below.*

**Desires**What do you feel passionately about? If $$ were no object, what would you do? What do other people love about what you do—and would (or do) gladly they compensate you for? Other than money, how do you like to be compensated? What did you love as a kid that you still love?

**Abilities** This is the stuff that tends to show up on a traditional résumé. What goes on your list of unique skills, training, professional capabilities, experience, etc.? For example: managing projects, info tech, writing, speaking, solving problems, ability to learn from experience, working as a part of a team, working with your hands, leadership, and influence, managing teams, co-creating agreements, etc. This is the subject matter expertise (SME) that you’ve spent years learning and refining.

As you think about your Abilities, you’ll notice some bring energy, others may feel ready to retire.

**Temperament**  This is the Core of who you are. Expand “temperament” to mean things like:

* Knowing how to understand and use your values (your time and $$)
* Knowing how you like to solve problems—and how patient you can be when they persist for awhile
* Knowing how you become energized *(Like how do you feel before a big party? How do you feel after a big party?)*
* How you’re likely to behave in conflict, or when you’re stressed or exhausted
* Knowing what happens when you’re physically, emotionally, socially at the “top of your game”
* And what happens when you’re mobilizing for action
* Maybe what makes you tiresome and irritating to be around
* Or, even better, what makes you wonderful to be around
* Or how you remember why you’ve chosen this path—and how you re-find your empathy

**Assets** These are your unique life experiences—maybe even advantages—that deepen your

compassion, the work you do, and the conversations and situations you get into.

What’s the first thing that comes to your mind? For example:

* You grew up with or have become fluent in a second or third language
* You have a faith tradition that informs your approach to life and relationships
* A good grown-up appeared in your life when you were a teenager, right when you needed them
* You were forn in another country
* You belong to a minority group
* You have a family member with a disability
* You’re in solid recovery from an addiction
* You were an Eagle Scout or a Merit Scholar
* You’ve experienced a great loss
* You are a parent—or a grandparent

Your DATA Worksheet

| **Desires** | **Abilities** | **Temperament** | **Assets** |
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