



# *Exploring 5Q Coaching Skills 101*



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## **5Q Coaching Skills 101**

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*Tom Blaylock ~ [tblaylock@fivecapitals.net](mailto:tblaylock@fivecapitals.net)*



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1. Ready to take your APEST to the next level?
2. Want to help others do the same?
3. Learn the coaching skills that will **equip** you to **empower** them!

# Exploring 5Q Coaching Skills 101



5Q ▼

TRAINING ▼

RESOURCES ▼

THE TEAM

SHOP

BLOG

CONTACT US



## APEST

(Personal Assessments)

### APEST Personal Vocational Assessment

This test is designed to help an individual discover their personal APEST profile (The original APEST Test)



### APEST 360 Vocational Assessment

This test is for an individual to have a group assessment/feedback on their APEST profile (includes a self assessment as well)







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## Coaching Courses

*A short, one-semester introduction to the core content & concepts of 5Q*

## Learning Cohort

*A deep dive four-semester 5Q training process around developing 5Q in leadership, team and organisation*

## Specialty Tracks

*Tailored training around A, P, E, S and T*

## Consulting

*A bespoke training & coaching process that fits your context, vision and desired outcomes*



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## **5Q Coaching Skills 101**

- Three 90-minute Zoom sessions
- Dates: June 3, June 10 and June 17
- Times: 11:00am ET – 12:30pm ET
- You will be emailed the Eventbrite link
- Investment: \$79 US





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## ***Outcomes of 3-Session Coach Training?***

1. A workable definition of what coaching is and isn't
2. Understand how your APEST shapes your coaching
3. A simple model describing how the APEST assessment, coaching and training work together to truly empower others

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## ***What is coaching?***

*“Coaching is an ongoing, intentional conversation that empowers a person or group to fully live out God’s calling.” – Keith Webb*







## Coaching Session Note Taking Guide



**Client Name:**

**Date:**

### ⇒ **Connect**

Q: "How are you doing?"

Q: "What **progress** did you make on your action steps?"

### ⇒ **Outcome**

Q: "What would you like to **work on** today?"

### ⇒ **Awareness (FIRE)**

Q: Restate what they want to **Focus** on today and ask, "Is that right?"

Q: "What makes that **Important** to you?"

Q: "What **Result** would you like to take away from our conversation?"

Q: **Evaluate:** When helpful confirm the direction of your conversation by asking, "Are we on track?"

### ⇒ **Course**

Q: "**What action steps** do you want to take to move forward?"

### ⇒ **Highlights**

Q: Summarize action steps, and ask, "What do you want to **remember** from today's conversation?"



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**Tom Blaylock**

## APEST Assessment Introduction

APEST is a ministry assessment emerging from the most comprehensive statement of ministry structure, that of Ephesians 4:7,11-12. Within this passage we find the fivefold ministry of APEST: apostolic, prophetic, evangelist, shepherd and teacher; But to each one of us grace has been given as Christ apportioned It is he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be shepherd and teachers, to prepare God's people for works of service, so that the body of Christ may be built up.

## AETPS

Apostolic	44
Evangelistic	37
Teaching	18
Prophetic	16
Shepherding	9



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## APOSTLE

Archetypal APEST	Hero-Expression in General Culture	Categories of Intelligence	Domains of Society	Non-Christian Exam- ples (in life and myth)
Founder, General, Agent-envoy, Visionary, Pioneer, Adventurer	Breakthrough designers, Innovator-entrepreneurs, Embodiments of purpo- se-mission, Paradigm shif- ters, Cultural architects, Organizational designers, Movement-makers, Sys- tems thinkers, Business leaders, Problem-solvers, Imagineers, Start-ups	<p>Systemic, Entrepreneurial, Adaptive, Synthetic</p> <p>Other characteristics include:</p> <p>Strategic, Holistic, Future-oriented (Prome- thean), Pattern-sensitive, Innovative, Adventu- rous, Ideational, Crea- tive, Design-oriented</p>	Business, Politics, Architecture, Law, Governance, Innovation and Entrepreneurship	<p>Steve Jobs, Catherine Boo- th, Franklin Delano Roosevelt, Joan of Arc, Theodore Herzl,</p> <p>Angela Merkel, William Clark and Meriwether Lewis, George Washington, Karl Marx, Osama bin Laden, Adam Smith, Thomas Edison, Vladimir Lenin, Gen- ghis Khan, Neo (<i>The Matrix</i>), Captain Jean-Luc Picard (<i>Star- Trek</i>), Aragorn (<i>LOTR</i>),</p> <p>Jim Collins</p>



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## *How has my **apostolic intelligence** helped me as a coach?*

1. I think strategically, and that helps me to formulate good, timely questions that get to the heart of the matter.
2. I focus primarily on the future. Since coaching is about the future this helps me to focus my client on their windshield instead of their rearview mirror.

## *How has my immature **apostolic intelligence** hurt me as a coach?*

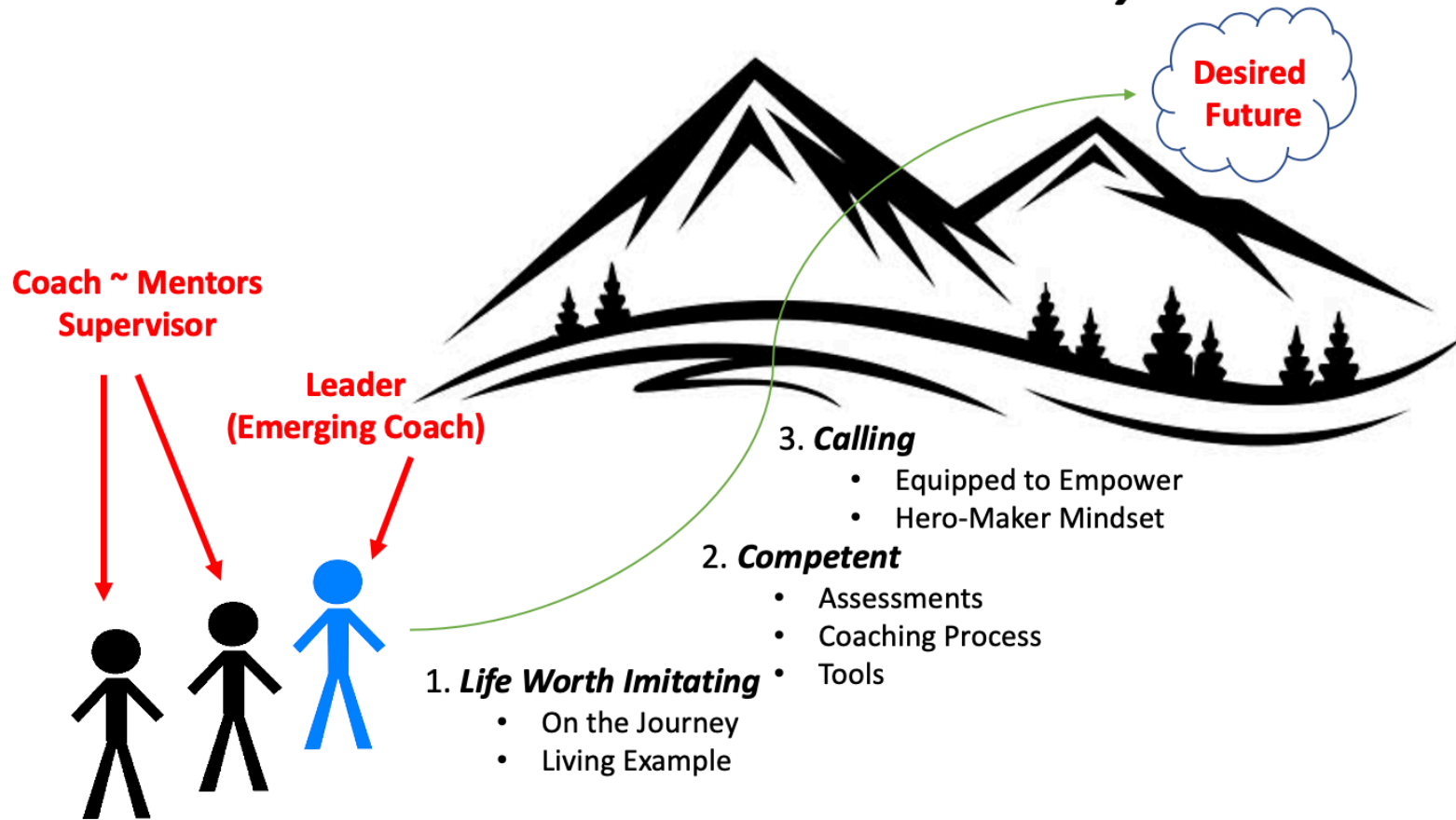
1. I am given to arrogance and often think my solutions, ideas, and strategies are right (which also means I tend not to listen to others once my mind is made up).
2. My future focus is also at a high RPM. If we aren't making progress all of the time toward the goal, I tend to get impatient and eventually frustrated.



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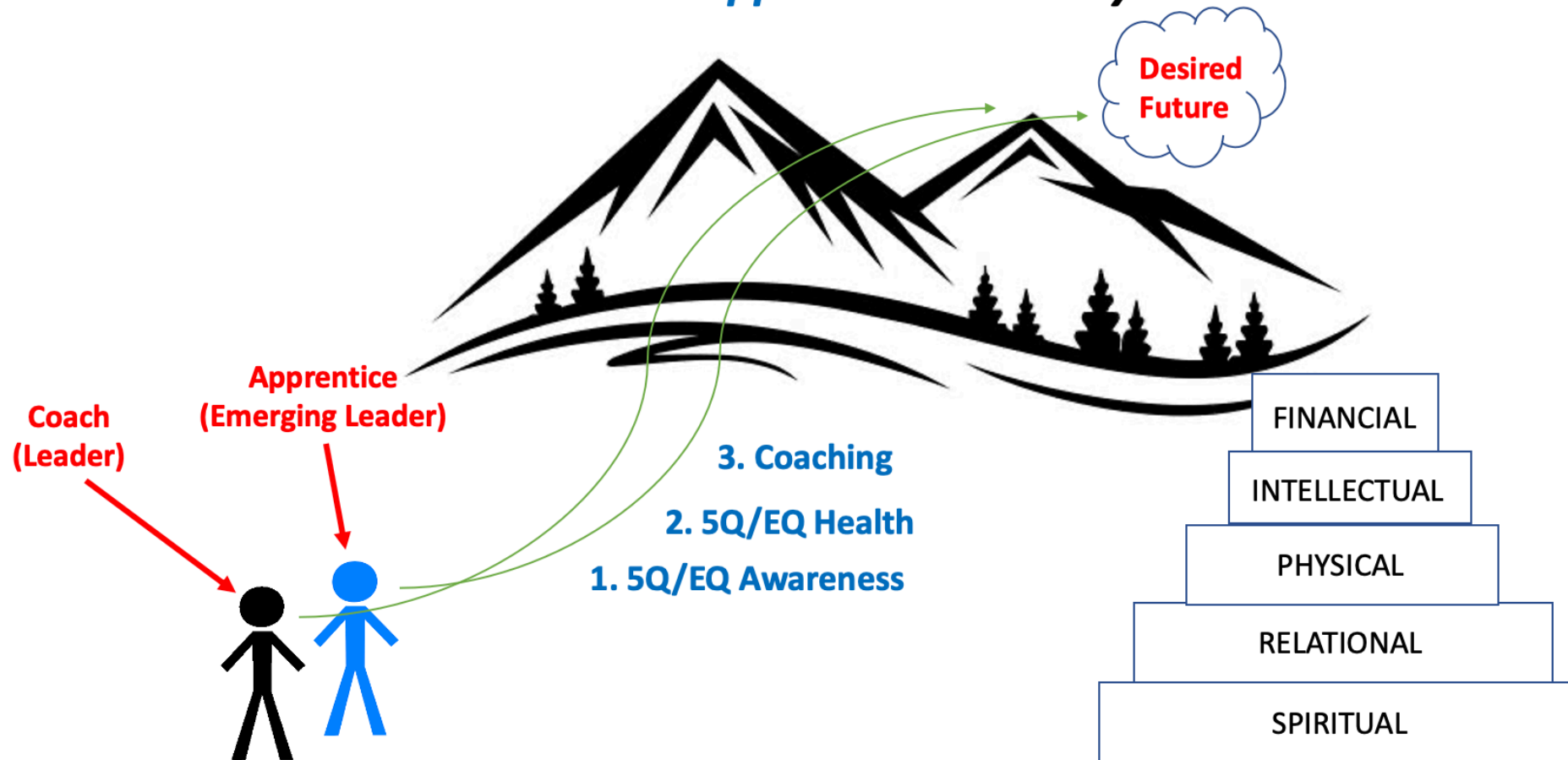
## Leader as Coach The *Leader's* Journey



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## Leader as Coach The *Apprentice's* Journey





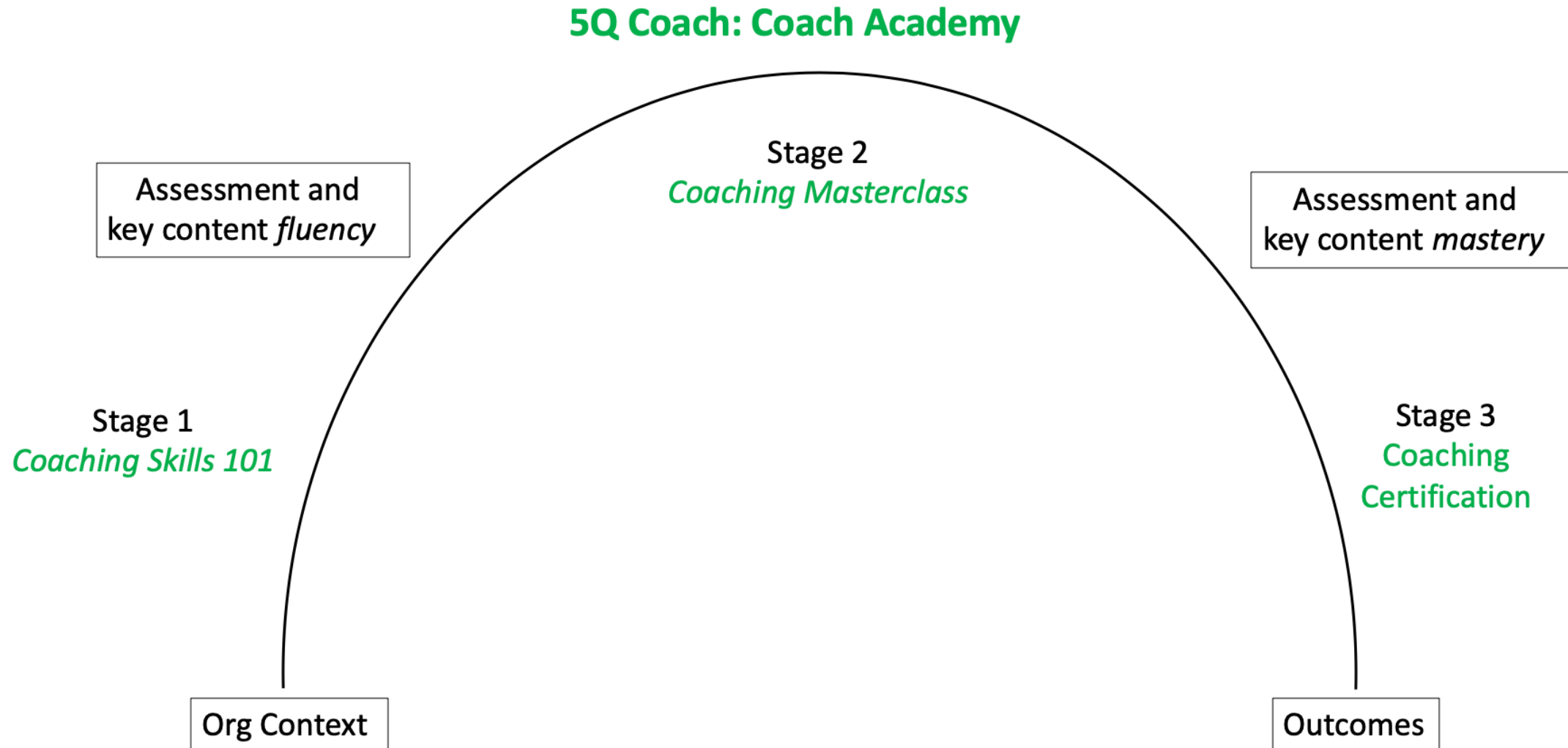
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Questions?

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