

20 Frequently Asked Questions about *In It Together* Group Coaching



1. What is group coaching?

Group coaching is the practice of bringing together a group of people with goals in common and similar experiences to explore solutions, discuss challenges, and identify resources. It is different from 1:1 coaching because with the power of the group, there is a wealth of ideas and suggestions from people who have some idea what it might be like to face the challenges you are facing.

It is different from team coaching because although the group members share general goals, challenges and experiences, they are not necessarily working together on a shared goal such as a project outcome.

This is an opportunity to refill your cup – as was said at the December Kickstarter

“You cannot pour from an empty cup”

This is an interesting article about this topic:

<https://www.psychologytoday.com/us/blog/prescriptions-life/201609/self-care-101-you-can-t-pour-empty-cup>

2. Is it a training program?

Each session will include about 10 minutes of overview on a topic – for example “what are character strengths and why do they matter” or “how to see strengths in others”. At the same time, this is not a training program or workshop. It is a resource to support you as you discover how to be your best self – in work, in your family, for yourself and for your community.

3. What is included

1. Up to 10 group coaching sessions
2. Free VIA Total 24 Character Strengths report – value \$49
3. Free Multidimensional Inventory of Positive Intelligence (MIPI) report – value \$60*
4. **MyQuest** journey to keep the coaching going between live sessions (online learning management systems with levels & missions to build learning between sessions.)
5. Workbook for the multiple session coaching
6. 6.5 – 13 PDUs! (depending on sessions attended)

*January 2021 program only

4. Why do you use the VIA Character Strengths Assessment?

The VIA Survey focuses on not only work, but home, school and social as well. Given the work from home era we've encountered, we believe this survey, or approach, best addresses the challenges we face today in the USA and abroad.



The strengths movement in psychology, [education](#), business, [coaching](#), and other related fields offers a welcomed change from traditional approaches that focus on weaknesses and shortfalls.

Character strengths are connected with myriad positive outcomes, from greater work engagement and positive work experiences to more intimate relationships and greater achievement. A study of 10,000 workers from New Zealand showed that people aware of their character strengths are 9.5 times more likely to report that they are flourishing, those that know and engage their character strengths at work are 18 times more likely to report that they are flourishing and those who are encouraged by leadership to use their character strengths at work are 29 times more likely to report that they are flourishing! (Hone, L. C., Jarden, A., Duncan, S., & Schofield, G. M. (2015)

5. How does VIA Institute Character Strengths differ from other strength related tools (e.g. Strength Finders/ Cliftonstrengths)?

VIA character strengths are about the whole person rather than focused on one domain of life such as workplace.

VIA Survey and Character Strengths are peer reviewed. This means the VIA work has withstood the criticisms and challenges of science and has benefitted from the observations of many researchers around the world. Many other strengths-based approaches and methodologies are not peer reviewed. The survey continues to be researched and validated by independent researchers around the globe.

Also, we are fortunate to have the VIA Institute on Character Product & Practice Development Consultant on the team (who is also a certified coach trainer with the Center for Coaching Certification).

6. Who is this for?

You are...

4. a Project or Program Manager
5. tired of constant stress, change & transition
6. daunted by what may come next
7. struggling with life balance
8. someone who supports & appreciates others
9. seeking resources & strengths for you
10. seeking resources to share with others

11. seeking a safe community that has ideas to share
12. seeking professional facilitation & structure



7. Is it just for project managers?

The majority of our attendees are likely to be project or program managers, project coordinators or other related roles. This is because we are offering the program through the Project Management Institute and several of our coaches are long-time project managers. However, it is not a requirement and we will not be covering any project management process topics. The coaching program is about finding your strengths and using them to navigate challenges from a position of strengths. That is useful for anyone!

8. What are the benefits of attending this 10-week program, for a team leader? As a team member?

In addition to having access to professional coaches, project managers and leaders, you will receive a FREE personalized in-depth VIA Total 24 Character Strengths Report as part of the program, valued at \$49, participants will benefit from:

1. Increased confidence to demonstrate your abilities to your organization or to pass PMP certification
 1. Feedback and ideas to address your unique challenges with strengths you may not have been aware of
 2. Improved creative thinking
2. Increased productivity
 1. through more efficiently navigating these difficult times
 2. more effective remote working, time management and life balance,
 3. building bonds with co-workers
3. Improved networking, & relationship building skills critical in both professional and personal environments
 1. Enhanced listening skills and stakeholder engagement techniques
 2. New relationships to help you with your professional development and career pursuits in a safe environment
4. Course material that you can reference and continue to use after the 10 weeks are over.

In addition, there are possibilities for more personalized coaching/ mentoring from our In It Together Facilitators.

9. What types of organization have your past participants come from?

A variety of organizations across different industries. Here are a few:

- Advanced Auto
- Alliance Health
- Aviso Retention
- BB&T
- Duke Energy
- Duke University
- Hunter Alliance Properties, LLC
- Raftelis (utilities and public sector consultancy)
- RefineM Project Management Consulting
- RTI International
- SAS
- State of North Carolina
- Syngenta (agrochemical company)
- Tethis
- Underwriters Laboratories



10. Where are the attendees?

You are anywhere in the world that can access the internet and who can be available Tuesdays 6:30pm New York time and/or Saturdays 10:30am New York time.

The program is online, supported by facilitator-coaches who are spread from US West Coast to Sweden!

11. What are the benefits of attending this 10-week program, for a non-USA resident?



Because the VIA Character Strengths are based on universal research and cultures from around the world, benefits will be similar regardless of your country of residence. Similarly, the proven learning and growth benefits of coaching are universal. The unique opportunity that group coaching provides to access diverse perspectives is another way in which this program benefits everyone.

12. Why not in person?

I am tired of online programs

Yes, many of us are facing online fatigue. At the same time, to achieve the greatest diversity in our coaches, the greatest reach and flexibility for attendees, and the richest experience for everyone, the online route is the way to go. Let us know if in-person coaching is something you would be interested in going forward.



13. How much is it?

For this time ONLY it is \$100 for members of the [PMI-TRIAD](#) or [NCPMI](#) chapters or \$150 for non-members. This is the early bird price which is available before December 19th.

After that the price is \$200 for [PMI-TRIAD](#) or [NCPMI](#) members and \$250 for non-members.

Click on the chapter name to see more.

14. Why not make the program free?

The In It Together Coaches would love to be in the position to offer the program free of charge as we did for a limited group in spring 2020. At the same time, our team of 13 coaches puts a lot of work into making this a great and useful experience and we at ALLE LLC want to be able to ensure that they too can turn on the lights and pay the mortgage!

Also, as humans, attendees sign up for free events and then don't prioritize them – not because they don't think the events are important or valuable but because humans tend to de-prioritize programs that we perceive are for our own wellbeing.

And yet, as was said in our session on Tuesday

“you cannot pour from an empty cup!”

When attendees sign up and pay for a program, they are more likely make it a priority and to realize the benefit of it!

For this first 2021 program we are keeping the cost as low as we possibly can and offering as many tools and services as part of the package as we can too. Usually, this program would be \$495.

We all face financial ups and downs. If you want to attend but it is tough at the moment, please contact nltTogether@projectmotivator.com

15. What is the value ...



... of having a safe place to explore options, voice concerns, find solutions, get support and learn about the unseen resources that you within and around you right now?

How would you like to go from anxious to serene, distracted to peaceful, restless to hopeful, or restless to grounded? All in 75-90 minutes!



16. How many sessions?

We will be offering 10 sessions. They will occur every second week (i.e. one week on one week to work on your own or sign up for 1:1 coaching) from January – March. We will offer two sessions each of the “on” weeks covering the same topic in both sessions – Tuesday at 6:30pm New York time and Saturday 10:30am New York time. We expect some people will attend Tuesdays only and others, Saturdays only depending on schedule and at the same time, those who register are welcome to attend any and all of the 10 sessions that we are offering.

17. What if I miss one/do I have to attend every session?

We do encourage you to attend each week if at all possible. It helps to build community, connection and a habit!

Life happens and if you do miss a session, you will still have access to the MyQuest material related to that week.

That said, you make a difference. The bonding, the relationships you build in this unique community make a difference. So we encourage you to attend as regularly as possible and to reach out to one of the facilitators if you do miss a session.

We will **not** be sharing recordings in order to honor privacy and confidentiality, but we will share key learning points and offer practices related to each topic as we go along. Also, if you generally attend on Tuesday, feel free to join us on Saturday instead! Of course, everyone is invited to attend any and all the sessions!



18. What have past attendees experienced?

Our past attendees have shared some very personal stories of success and increased wellbeing after attending the five-week program. Here are some examples of testimonials from past attendees:

I attended session in April and that was beginning time for Covid and so much unknown for all. Session helped me relax and straighten up my priority in life. By listening to coaches I learned how to look at more positively in this Pandemic and how to make best out of life and time – Trupti Patel, PMP

This is what turned my life in the direction of my dreams again. This was a spring gift from NCPMI to support PMs and help us navigate through change. Now I'm a happy PMP who regained strengths, confidence & got to know so many amazing people! – Nataliia Berezhna, PMP

The IIT group coaching session experience was amazingly effective and grounding during a very difficult time. – Eve

I really enjoyed getting to know the coaches and other participants. These weekly meetings provided a nurturing environment to share our struggles of the weeks and get feedback from a peer who understand and can relate. – Annie Lab Manager

A professional development nugget. – Linda, Operations Program Manager

19. Others from my organization may be registering. How can my preference for being, or not being, together with others from my organization be managed?

We are certainly open to hearing your preferences. Our experience shows that it is very helpful for participants to work with groups that do not include their colleagues so that they can get access to new perspectives and also feel safe to share personal information.

One option is to create a group coaching program specific to your organization.

Please email us at InItTogether@projectmotivator.com so we can address your request before the session begins.

You are welcome to send questions to Ruth Pearce directly at RuthPearce@projectmotivator.com

20. Who are the In It Together Facilitators

You can meet our Facilitators:

Ruth, Angela, Naomi, Renée, Alan, Delia, Kari, Mara, Pam, Silvia, Teresa, Tina and Coach T

Here: [In It Together Facilitators](#)





In It Together Facilitators 2020-2021

We all abide by the International Coach Federation (ICF) [Code of Ethics](#)