



**PRESENCE-BASED®
COACHING**

**Excerpted from *Presence-Based Coaching*
By Doug Silsbee, San Francisco: Jossey-Bass, 2008**

Exercise 3.1: Differentiating Between Performance and Developmental Learning

Consider a time when you were learning a specific new skill or competency for a particular purpose, or to meet someone else's requirements of you.

- What was the situation?
- Who helped you learn this?
- How did you go about learning what you needed to learn?
- How did learning this skill build a certain identity?
- What identity was being built?

Now identify a time of significant change when you had to rise to a fundamentally changed circumstance and become a different person.

- What was the situation?
- How did you go about learning what you needed to learn?
- What aspects of yourself did you have to let go of to become someone different?
- What did you come to understand about yourself in the process?
- What identity was being built?

Now, grounded in your own experience, how do you see the difference between performance and developmental learning?