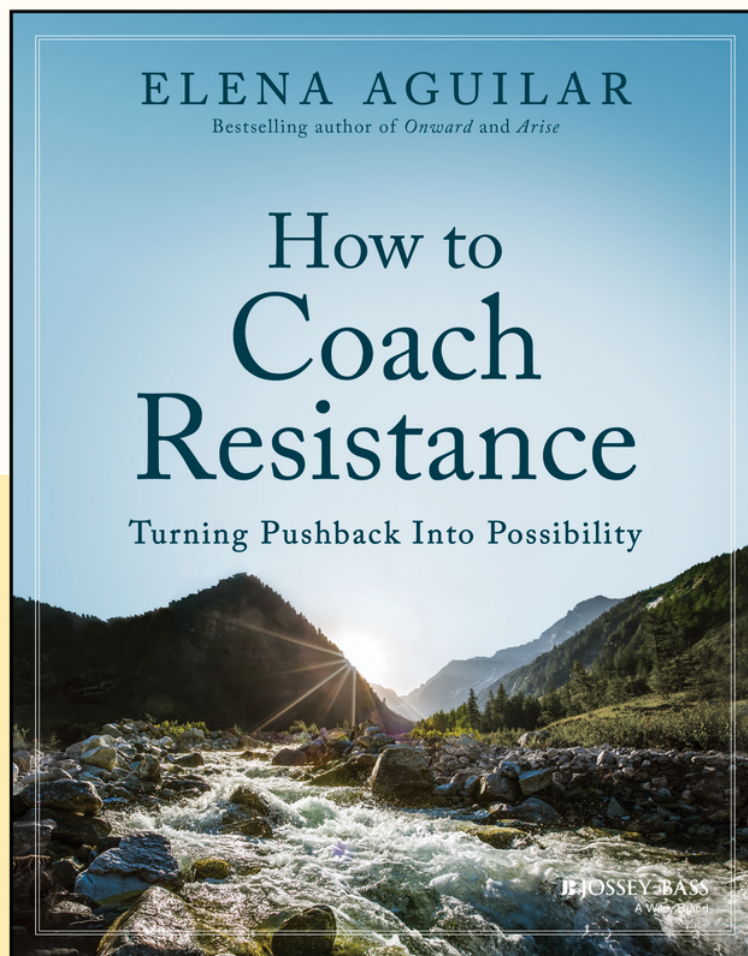


TOOL

Coach Trigger Reflection Tool



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Resistance isn't only something we encounter in others.

Welcome. This resource is adapted from Chapter 2 of [How to Coach Resistance](#), "Your Half of the Resistance."

In that chapter, I explore a simple but often overlooked truth: resistance doesn't only show up in the people we coach. It shows up in us, too.

When we understand our own triggers, fears, and reactions, we become more capable of responding with curiosity, compassion, and skill when resistance emerges.

This resource is designed to help you recognize your triggers so you can respond with greater awareness, curiosity, and compassion.

How to use this resource:

1) Recall a coaching conversation

Think of a recent interaction that felt challenging.

- When did you feel yourself becoming activated?
- What specifically happened?
- What did the other person say or do?

2) Notice what happened in you

- What emotions did you experience?
- What thoughts or stories surfaced?
- What assumptions did you make?
- What judgments emerged?

(Continued)



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3) Explore what might have been threatened

Consider the Core Human Needs.

- Did you experience a threat to competence?
- Did you feel a loss of autonomy?
- Was your sense of belonging challenged?
- Did you feel a threat to self-esteem?
- Did trust feel compromised?
- Was your sense of purpose called into question?

4) Reflect and apply

- What did you learn about yourself?
- How did your reaction influence the conversation?
- What would you like to try differently next time?

Let's begin.

Elena



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Part 1: Identify the Trigger

Think about a recent coaching interaction that felt difficult.

What happened?

What specifically triggered you?

- ☐ The client disagreed with me
- ☐ The client rejected a suggestion
- ☐ The client appeared disengaged
- ☐ The client questioned my expertise
- ☐ The client became emotional
- ☐ The client seemed unwilling to change
- ☐ The client blamed others
- ☐ The client avoided accountability
- ☐ Other: _____



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Part 2: Notice Your Experience

What emotions did you experience?

- ☐ Frustration
- ☐ Anger
- ☐ Anxiety
- ☐ Fear
- ☐ Discouragement
- ☐ Sadness
- ☐ Helplessness
- ☐ Shame
- ☐ Confusion
- ☐ Other: _____

What thoughts surfaced?

Examples:

- They're not taking this seriously.
- This isn't working.
- I don't know what to do.
- They're wasting my time.
- I'm failing as a coach.

My thoughts:



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Part 3: Identify the Need Beneath the Trigger

When we're activated, one or more of our core human needs is often feeling threatened.

Which needs might have been at stake for you?

- ☐ Belonging
- ☐ Autonomy
- ☐ Competence
- ☐ Self-Esteem
- ☐ Trust
- ☐ Purpose

What evidence do you see?



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Part 4: Examine Your Response

How did you respond?

- ☐ I pushed harder
- ☐ I explained more
- ☐ I became more directive
- ☐ I withdrew
- ☐ I changed the subject
- ☐ I rushed to problem-solving
- ☐ I became overly accommodating
- ☐ I avoided addressing the issue
- ☐ Other: _____

How did your response affect the conversation?



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Part 5: Reflect and Grow

What did you learn about your triggers?

What patterns do you notice across challenging conversations?

The next time I feel activated, I want to remember:



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Remember:

Your triggers are normal, and they're useful information.

The more aware you become of your triggers, the more choice you have in how you respond. And, the more choice you have, the more likely you are to remain curious, compassionate, and connected when resistance emerges.

That's where transformational coaching begins.



WHAT'S NEXT

Keep Learning with Bright Morning



Join Elena Aguilar for a live [Coaching Resistance workshop](#)

If you've ever wished you could sit beside Elena as she coaches through resistance in real time, this is your opportunity. Learn directly from the author of [How to Coach Resistance](#) as she demonstrates how to navigate pushback, coach emotions, and transform challenging conversations into opportunities for growth.



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