Bright Morning

TOOL

Exploring Identity Markers

This product is the intellectual property of Elena Aguilar and Bright Morning.
Unauthorized use, reproduction, or distribution is prohibited.

Exploring Identity Markers

This activity will help you understand your sociopolitical identities and how those influence you as you move through your life.

Our sociopolitical identity is a central part of who we are and greatly influences how we move through the world. A Transformational Coach needs to understand their own identity markers and experiences and needs skills to understand both their own and their clients' identity markers.

We all have intersecting social identities. Our inner sense of racial, cultural, or ethnic identity is one aspect; how we're perceived racially or culturally is another aspect; our gender is another social identity; our age is another; our class background is another. Each identity is more or less salient depending on the context. Racial identity markers often take on particularly outsized roles. Although the concept of race as a biological classification system is absurd (it has no basis in biology), we live in a cultural world in which race is very, very real.

The way that we understand ourselves has a big impact on who we are and how we show up in the world. To understand your own and others' experience in the world, it's useful to understand the difference between an internal identity and an external experience. Your internal identity is how you see yourself and feel inside. Your external identity is how the majority of other people see you. Racial identity markers are a part of both these identities.

Use the following activity to explore your concept of your identity. This can be downloaded from our website and can also be offered to your clients (we'll cover how to do that in Chapter 5).

From *The Art of Coaching Workbook: Tools to Make Every Conversation Count* by Elena Aguilar. Copyright © 2021 by Elena Aguilar. Reproduced by permission.

Exploring Identity Markers

	Which of these were you aware of as a child?	Which ones feel important to you now?	Which three are the most important to you?	Which ones do you prioritize sharing about yourself?	Which ones do you think others notice or make assumptions about?	Which ones do you tend not to think about?
Age						
Education						
Ethnicity						
Family Status						
Gender						
Geographical Location						
Immigrant Status						
Language						
Marital Status						
Nationality						

From *The Art of Coaching Workbook: Tools to Make Every Conversation Count* by Elena Aguilar. Copyright © 2021 by Elena Aguilar. Reproduced by permission.

Exploring Identity Markers

	Which of these were you aware of as a child?	Which ones feel important to you now?	Which three are the most important to you?	Which ones do you prioritize sharing about yourself?	Which ones do you think others notice or make assumptions about?	Which ones do you tend not to think about?
Neurotype (neurodivergent/ neurotypical)						
Physical Appearance						
Disability/ Ability						
Race						
Religion/ Spirituality						
Sexual Orientation						
Socioeconomic Status						
Other						

From *The Art of Coaching Workbook: Tools to Make Every Conversation Count* by Elena Aguilar. Copyright © 2021 by Elena Aguilar. Reproduced by permission.

Reflect

When you look at your three most important identity markers, which specific life experiences made those so prominent?

What impact have your top three identity markers had on your life?

Have any of your identity markers felt more salient or relevant during other periods of your life? How so?

Do your closest friends share aspects of your identity? How so?

What thoughts and feelings arose in you in doing this reflection?

From *The Art of Coaching Workbook: Tools to Make Every Conversation Count* by Elena Aguilar. Copyright © 2021 by Elena Aguilar. Reproduced by permission.

WHAT'S NEXT

Keep Learning with Bright Morning

Download The Coaching for Equity Toolkit.

Make every conversaion an equity conversation.

- Navigate challenging conversations with confidence
- Examine beliefs without triggering defensiveness
- Transform classroom observations with an equity lens
- Discover your unique coaching orientation with our signature assessment

And for an entire year of on-demand support, join our Coaching Lab.

Transformational Coaching at your fingertips.

- Access proven coaching strategies exactly when you need them, 24/7.
- Develop your unique coaching style with personalized feedback and guidance.
- Eliminate isolation by joining a professional community of coaches facing similar challenges and finding success.

Curious what this could look like for your team?
Schedule your complimentary consultation.

BrightMorning