

# Coaching Harmonics: Developing spiritual awareness

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I've long been intrigued with the question, 'how can I get in touch with my unconscious or 'spiritual' self?' Associated with this new quest is whether there is, as appears to be the case, a correlation between the ability to access as a coach, one's 'inner spiritual self' or 'soul's intelligence' (of which intuition is just a part) and the level of competence in improving all those skills conditional to an effective coaching relationship. I've also suspected that by doing this I could also learn to better access my deeply held ethical values and beliefs as a coach and thus perhaps be more effective.

So my emerging hypothesis is that by better utilising my 'spiritual self' I can learn how to access the right 'state(s)' for building rapport, developing authentic empathy, positive intentionality and unconditional regard, suspending judgment etc. I've developed the phrase 'coaching harmonics' as a way of encapsulating these thoughts, and very real experiences.

Over the years I've also been fascinated by, let's call it 'spookiness', in human experience. You might have experienced it yourself as déjà vu, so-called 2nd sight, premonition, the feeling that someone is watching you, or that when you think of someone you haven't seen for some time, they ring or email you and say they've been having the same feelings about you!

Zohar (2004) provides significant clarity on what is spiritual capital, or spiritual intelligence:

*"The intelligence with which we access our deepest meaning, values, purposes, and highest motivations... giving us an innate ability to distinguish right from wrong... the soul's intelligence... linked to the capacity to see lives in wholes, not fragments, and to regenerate ourselves."*

This could be an important issue for those of us interested in understanding how we can use our own 'coaching states' in different ways. Certainly I've become a lot more conscious of what seems like an unconscious adoption of 'states' that mirror the coaching needs and challenges of my coaches. This has been helped by a disciplined year of deep reflection, almost like a part of me has been looking down on my coaching relationships, watching and learning about the process from a distance.

So what do I mean by 'coaching state'? I guess for me it means the kind of thinking processes and feelings I am experiencing during the coaching conversation. For instance, you may, like me, be increasingly conscious of engaging in different 'states', from a sharp intellect when it comes to issues and challenges of a practical nature, contrasted with a 'watchful, deeper, almost trance-like' state where I become conscious of an inner wisdom helping to guide my coaching conversations with my coachees.

I admit that in the past I've found the latter state creeping up on me at times and because I was unable to 'label' or categorise it, it all felt rather intrusive and a bit annoying. Clearly for someone like me who was mostly a pragmatist and activist, I was suffering from being trapped in an 'over-educated' left brained state wishing only to go with 'professional knows' in my coaching tool kit.

However, over the past year I've gone on a 'journey' of discovery via the fascinating world of quantum physics (and the new philosophy of quantum mechanics). This has offered up a metaphorical AND physiological explanation for what I frequently experience and have come to refer to as 'quantum weirdness' in human relationships.

This new philosophy offers a fundamentally different view of the universe and our existence within it from that proposed by Platonic distinctions and Newtonian physics etc. These assume classical assumptions of causal determinism, strong objectivity and localism, what Zohar (1990) calls "The immutable laws of history portrayed by Marx, Darwin's blind evolutionary struggle, and the tempestuous forces of Freud's dark psyche..." (p.18).

What has been an amazing revelation for me has been the exploration of some of the basic principles of quantum physics seen through the lens of a 'quantum model of consciousness'. Some important findings from the strange world of quantum physics are:

- At the level of the infinitesimally small, elementary particles are characterised by a particle-wave duality, ie that they are both waves (smeared out over space) and particles (pinpoints of matter) simultaneously. We can either measure their exact position (as a particle), OR we can measure their momentum (as a 'wave', or a relationship spread out in space), but we cannot ever measure both particle and wave aspects at the same time<sup>1</sup>.
- This quantum 'fuzziness' gives rise to a vast field of 'potentia' or 'probability wave', before sub-atomic particles become 'fixed' into the reality of 'everyday observable matter', once measured or observed (and hence the 'observer' plays a role in the creation of 'reality')<sup>2</sup>.
- Every elementary particle seems to "... know" about changes in its environment and appears to respond accordingly." The effect of "...the state of all possibilities of any quantum particle collapsed into a set entity as soon as it was observed

(means that) *a participatory relationship existed between observer and observed.*" (McTaggart, p.13).

- And finally the sub-atomic property of 'non-locality', ie "... *the ability of a quantum entity such as individual electron to influence another... instantaneously over any distance despite there being no exchange of force or energy*"<sup>3</sup> (McTaggart, p.12).

These most spooky of quantum characteristics, ie waves of possibility and particles of experience being collapsed into one position by the 'observer-effect', the idea of superpositions of multiple possibilities in one's unconscious mind at any micro-moment, combined with 'at-a-distant' influence, opens up the possibility of a deep quantum inter-connectedness within all human relations.

So, rather than the universe (and thus human relationships) being a fixed set of properties where "... *physical reality was fixed, determined, and measurable (there is now) a vast "porridge" of being where nothing is fixed or fully measurable.*" (ibid, p.27).

So how does this all relate to the concept of 'coaching harmonics'? In its simplest form Zohar (1990) states that:

*"Through the process of quantum memory, each of us carries within himself, woven into the fabric of his own soul, all the intimate relationships he has ever had, just as each of us weaves into his being all of his other interactions with the outside world... Two people who are in the same state, for instance, will have a more harmonious intimate relationship than two people who are in different states, as the wave fronts of their personalities*

*meet in a superposition, one on top of the other or one entangled with the other... (analogous) with musical harmonies."* (p.137).

FIGURE 1.

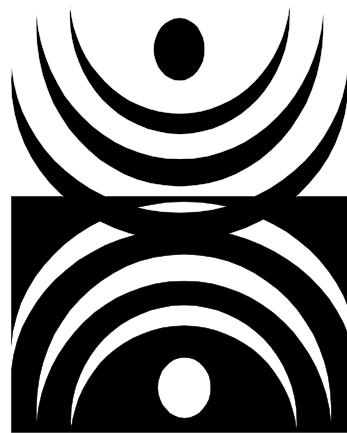


Figure 1. above is equally valid in demonstrating our 'past selves' interacting with 'our present selves'. The "I" of who we are is where the two wave functions overlap (literally, in quantum terms). Harmonious phase relationships like that pictured above, depict 'resolution and reconciliation' with our past. By contrast, a fractured wave or phase relationship would depict tensions due to unresolved feelings in our 'past selves' affecting 'our present selves, and the "I" of who we are and the who we are 'BE-coming'.

Since consciously focusing on these new learnings I am better able to 'allow' for what seems to be a higher order of 'spiritual connectedness or intuition'. I feel more connected to my environment and to my coachees 'in the moment' of coaching by utilising the "... *spirituality in the intuition of unity.*" Chopra (p.47)... and importantly, I'm less confused or ambivalent about these sometimes 'intrusive spiritual skills'.

The duality of quantum mechanics as both philosophy and a physics demonstrates the reality of harmonics or waves of interconnecting quantum 'states' both between 'our-inner-selves' as well as between ourselves and others: That we all of us interact with our environment in profound ways, and have an effect on everyone around us, whether we know or like it. This of course then offers up very real opportunities for how we take charge of our own lives / destinies and how we support our coachees in determining these for themselves.

Clearly this involves becoming clearer about one's own inner truths as a coach. To do this meant letting go of my left-brained comfort zone and to first explore the more spiritual and intuitive side of *me-as-coach* and secondly, getting to grips with understanding likely levels of coaching intervention in order to better understand how I applied my 'different states'. As Stephen Covey once said: "Go there first" and on that basis self-knowledge really helps me develop a set of coaching tools that complement 'who-I-am' as a coach as well as the coaching challenge to hand.

The next useful step in my journey was revisiting the 3 types of 'Quotients' that are common in us all (what I've nicknamed

<sup>1</sup> The Heisenberg Uncertainty Principle, Goswami (p.36).

<sup>2</sup> Zohar (1990), chapter 3, Consciousness and the Cat (pp.38-49) and Goswami, chapter 6, The Nine Lives of Schrödinger's Cat (pp.79-104).

<sup>3</sup> This quantum phenomena knows no bounds as defined by classical physics, including speed of light or distance - in that nonlocality can connect 'quanta' instantaneously across the universe giving rise to 'action-at-a-distance' (Chopra, p.76) as well as waves of possibility / potential outcomes, or 'potentia'. Chopra writes, "Thus the domain of potential must be outside (classical) space-time. Potentia exist in a transcendent domain of reality." (p.59).

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'the 3-MEs') that can be usefully overlaid within the 'Situational Coach-Mentoring Continuum', **Figure 2**. The '3-MEs' could also usefully capture left and right-brained thinking, in both me-as-coach and in my coachees:

- The Intelligence Quotient = what 'I think'
- The Emotional Quotient = what 'I feel', and
- The Spiritual Quotient = what 'I am / BE-coming'

In the 2nd part of Coaching Harmonics I shall explore why spiritual intelligence can help us manage our different coaching 'states' and how this fits nicely into the different levels of coaching interventions.

In the meantime, here are a few things to ponder about harmonics, and tuning in:

Some of us will remember as children, struggling to learn that simplest of instrument the recorder, and being part of a caterwauling ensemble, beyond reasonable hope of being in tune as a group. It was both unbearable and hilarious.

Similarly remember our frustrations at not quite being able to tune the radio into the station we desperately want, or not quite getting a clear enough signal on our mobile phones in order to make that all important call.

Remember now, times when you've felt so in-tune, so at peace and so in harmony that it's taken your breath away (well, at least a bit). Try and find ways to access those feelings in between the "busy-ness" of your life, be it with a person, a book, a piece of music, digging the garden, being with your kids or whatever. You never know, you may get some surprising thoughts bubbling up in the "quietness of your BE-ing"!

**FIGURE 2.**

LEVEL OF COACHING INTERVENTION		
← "Situational coach-mentoring continuum" →		
Intellectual Quotient	Emotional Quotient	Spiritual Quotient
LEFT BRAINED		RIGHT BRAINED
SKILLS Externally focused	PERFORMANCE plus POTENTIAL	PERSONAL Internally focused
Finite / concrete	Role / competences	Complex / evolving
Short term	Medium term	Longer term

Adapted from: Parsloe, E. (Sept 2008.ppt / p.3) "Situational coach-mentoring continuum" in "Leaders in coach-mentoring", The OCM Briefing Workshop

Finally for me, the work of Zohar and Goswami and their exploration of some of the basic principles of quantum physics as applied to a 'quantum model of consciousness' is simply captivating:

"... at the level of the infinitesimally small (the quantum world), there are no boundaries, no separations, just a vast field of energy and possibility that connects all of us, and everything in our universe... to explore new explanations of consciousness and its impact on the material world, through us as the 'observers' or 'experiencers'."

**Kiki is currently writing part two of Coaching Harmonics: Our coaching "states".**

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