

Constellations Coaching

For teams and individuals





Cherie Silas, MCC

Executive and Organizational Effectiveness Coach.



ICF Accredited Training, Mentor Coaching Coaching Supervision



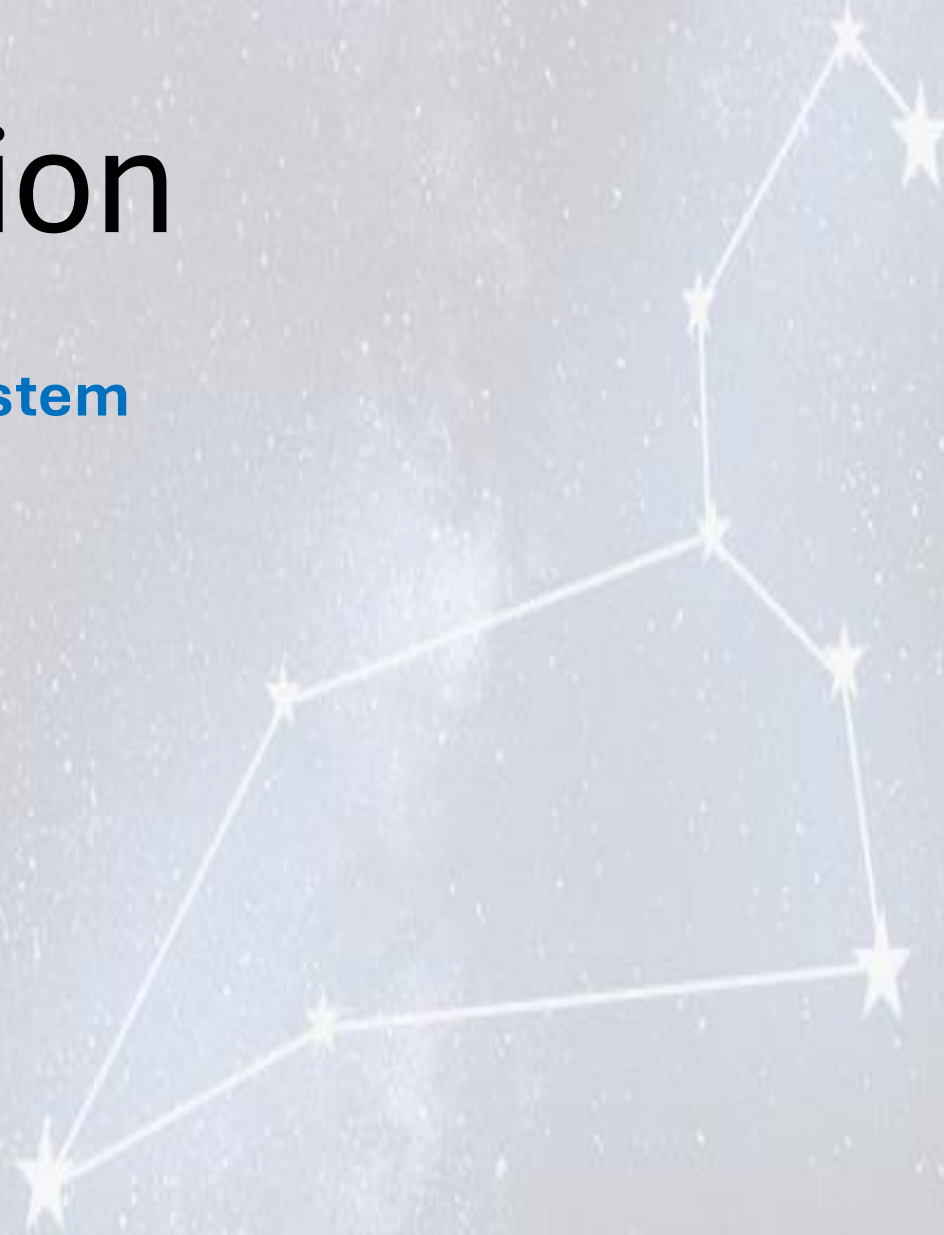
What is a System?

A regularly interacting or interdependent group forming a unified whole.



Constellation

A physical, visual
representation of a system

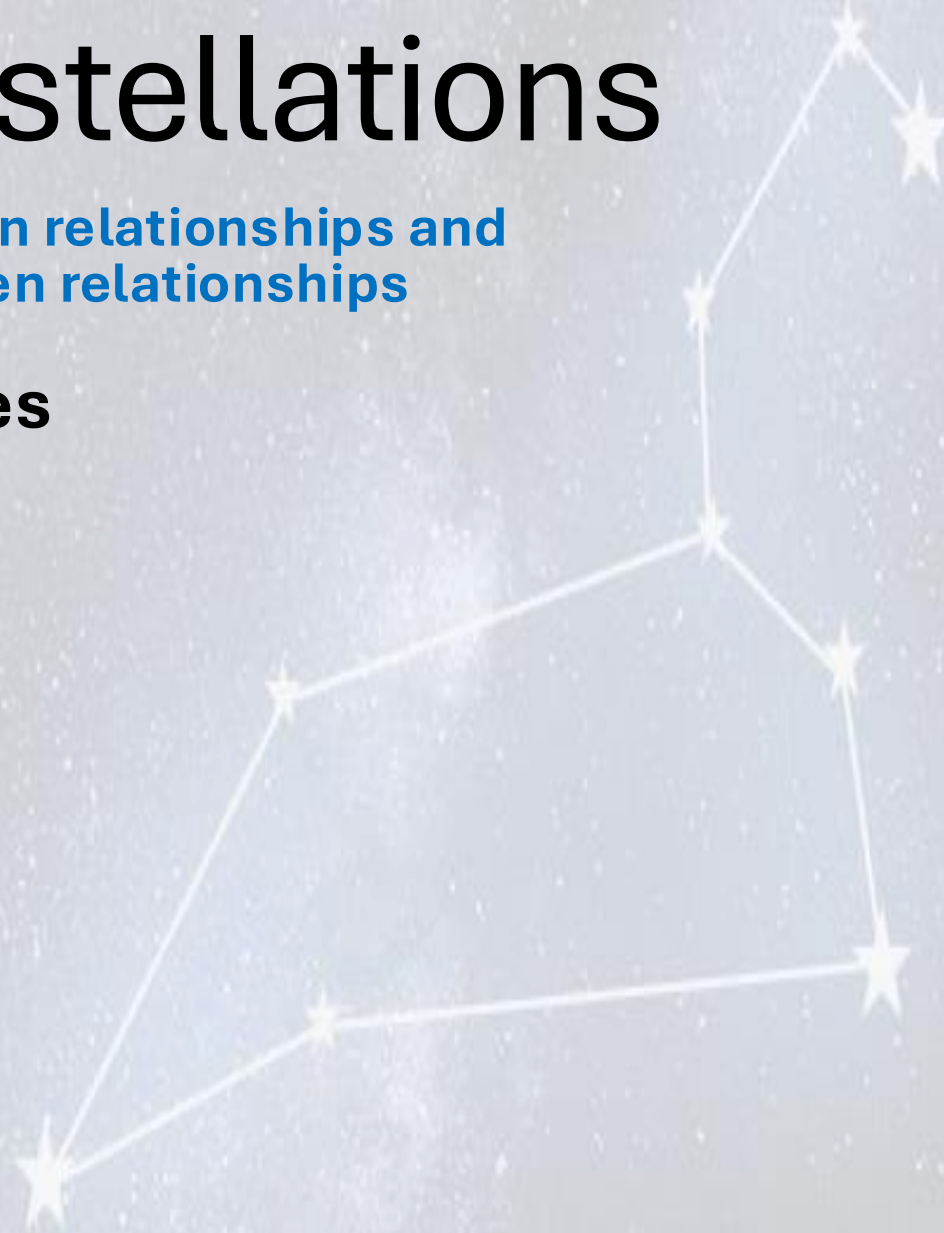


Affinity Constellations

Form groups based upon relationships and connections between relationships

3 Minutes

Groups
Teams
Virtual / In person



Line Constellations

Single line * Timeline * Parallel Line * Characteristic Line *



**Form multiple constellations to generate a set of datapoints to work with.
Use those data points as input into your coaching conversation.**



5 Minute Debrief

Debrief Affinity and Line Constellations with a Partner





Solar System Constellations



Solar System Constellations

1. Forming the Constellation:
 - Move to the center as much as represents how true it is for you
 - Move away from the center as far as represents how untrue it is for you
2. Voice of the System Positions
 - Why are you where you are?
 - What's it like to be there?

1. Constellation #1 – Positive Anchoring Statement
2. Constellation #2 – How actively am I working towards change?
3. Constellation #3 – How active do I want to be?
4. Debrief and design actions



Solar System Constellations

1. Floor Constellation in an open space
2. Tabletop Constellation in a small space
3. Virtual Constellation in a virtual space

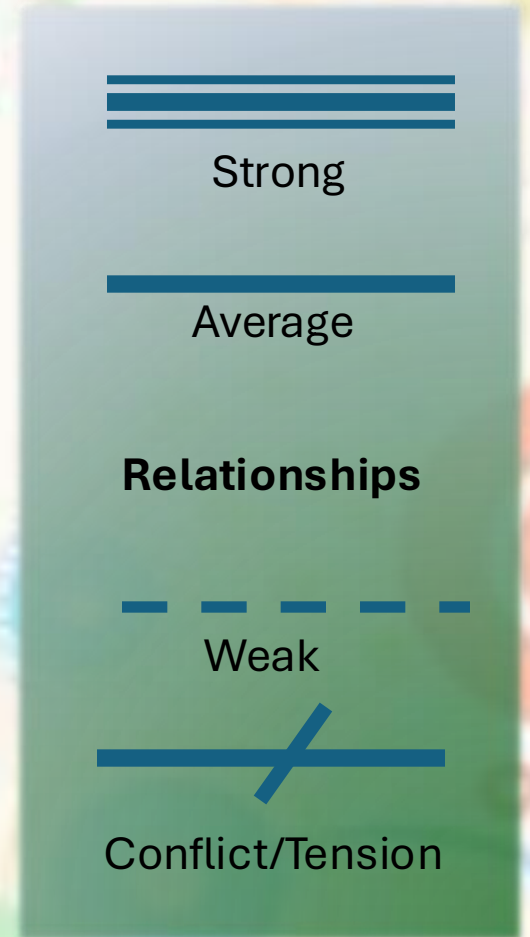
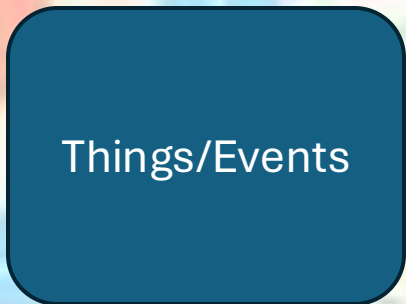
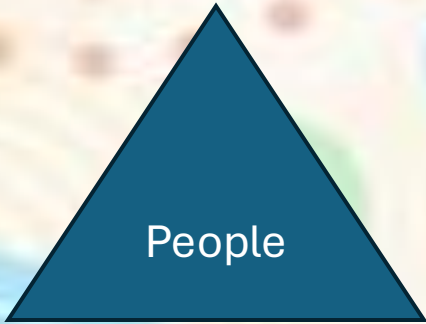


Circle Constellations

Individuals
Teams
Groups
Virtual / In Person



Circle Constellations



5 Minute Debrief

**Debrief Circle and Solar System
Constellations with a partner**



Individuals
Groups of Individuals
In Person
Virtual with constraints

Magic Box Constellations



3 Minutes

- 1. Select items that represent the people in your scenario**
- 2. Organize them according to how they relate to one another**

A large, semi-transparent illustration of a magic box filled with various items. The items include a blue hat with a gold band, a gold lamp, a book, a red gemstone, a pink gemstone, a gold chain, and a gold ring. The box is blue with gold trim and a gold handle. The background is a light, textured surface.

Open Your Magic Box



Debrief with a Partner

5 min per person

1. Why did you select the items to represent specific people?
2. Why are they arranged as they are?
3. What are you learning?
4. What do you want to be different? [rearrange]

Open Your Magic Box



Magic Box Constellations

How is it Now?

1. Select items that represent the people and circumstances in your scenario
2. Organize them according to how they relate to one another

How do you want it to be?

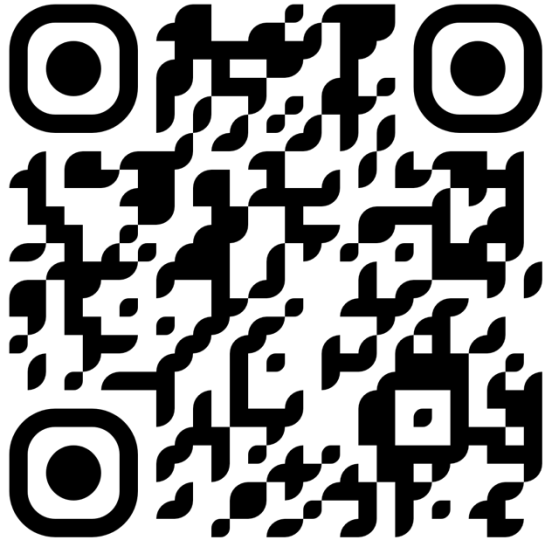
1. Why did you select the items to represent specific people?
2. Why are they arranged as they are?
3. What do you want to be different?



What are some ways you can use constellations?



Sign up for Tandem
Coaching Newsletter:
<https://tcoa.ch/PRX0>



Cherie Silas, MCC
Cherie@tandemcoach.co

Questions
and
Comments?