

## FREQUENTLY ASKED QUESTIONS

This document includes information and answers to frequently asked questions about our programs.

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I noticed some of the introductory programs have a lot in common. How are they different from each other and how do I decide which is best for me?

That's true! Minds at Work currently offers two ways to become a skilled Immunity Map facilitator. You can use these descriptions to discern which fits your learning goals and style. You can learn more about each of them in the Coach Development section of our website.

Our **Facilitator's Workshop - Online** takes place virtually over a three-day period. During this offering, groups of 20-30 participants from the MAW global community work online in large and small groups to learn how to facilitate the Immunity Map in both 1:1 and small-group settings (such as with an intact team where each member is working on their personal Immunity Map).

In **Mapmaking for 1:1 Coaching**, groups of six participants will learn to create maps in coaching conversations with individual clients. This online, real-time program offers the lowest faculty: participant ratio and so each cohort member will receive lots of individual attention from the program leader.

Each of these introductory programs also introduces participants to the next step in Immunity to Change coaching: using SMART experiments to support clients in overturning the psychological Immune System that is obstructing their abilities to make essential change. Completion of any of these programs will qualify you to move on to our *Using ITC with Teams program* or our year-long *Coach Certification Program*.

We have supported clients and conducted coach development sessions online for many years and are pleased to now offer these programs publicly. Running more of our programs online also means that many members of our global community will be able to learn about and deepen their ITC practice without the additional expenses of travel.

Who teaches these virtual programs?

Our Minds at Work senior faculty: Deb Helsing, Maria DeCarvalho, Bob Kegan and Lisa Lahey lead all of our coach development programs. Typically, all of them participate in the Facilitator's Workshop. Depending on cohort sizes, Deb leads the ITC with Teams Day and Mapmaking for 1:1 Coaching.

I hope to earn a *Qualified ITC Map Facilitator* credential. Can I apply for it after one of these virtual programs?

Yes! Completing any of our two introductory programs will enable you to apply to become a *Qualified ITC Map Facilitator*.

### Okay, I am interested in registering for one of the online programs. What's that like? Do I need to be online the entire time?

Just as we do in every Minds at Work program, whether we gather in Boston or virtually, we ask that you commit to being present and engaged for the entire time, which requires clearing your calendar of other commitments ahead of time. Our trainings are highly interactive, and your participation and perspective support your colleagues' learning as well as your own! We include regular breaks throughout every program, and – since we appreciate the realities of working from home – we aren't bothered by the on-screen appearance of family members, pets, a cup of tea, or a snack! It may also be helpful to know that the ICF requires anyone seeking credits from a program to participate in every session.

Here's what two of our spring 2020 participants said about being online:

*"You know, I was dreading having to do a workshop on Zoom. It exceeded my expectations. I was engaged the entire time and believe the rest of the group was as well."*

*"Thank you - such a great experience, and the online version is so much better than I thought it would be. You made the shift beautifully."*

### What technology will I need to participate?

You will need a reliable high-speed internet connection and access to the videoconferencing system Zoom and Google Docs. Both Zoom and Google Docs are available for free. A web-enabled camera is strongly recommended as well, so that we can see you! We will send out more information on technology closer to your program.

### What do I need to do to prepare?

We'll send pre-work via email 4-6 weeks prior to your session. For most programs, pre-work consists of PDF readings and a few thinking prompts.

### Will the workshop be recorded or available for replay?

To protect the privacy of our participants and protect our intellectual property, these programs will not be recorded.

### Can I receive ICF credit for these online programs?

Yes, for full participation in our existing programs (ITC Mapmaking for 1:1 Coaching, the Facilitator's Workshop – Online and In-Person, and Using ITC with Teams) you will receive ICF CCE credits.

### When will you resume running in-person workshops?

In 2023, we are resuming the Facilitator's Workshop – In-Person! Dates, location, and other program information can be found in the Coach Development section of our website.

### Can you give me a quick comparison of the programs?

The chart on the *next page* shows how the programs compare to each other and fit together as a learning path.

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Program	Prerequisites	Format	Duration	Typical Group Size	2023 Tuition (USD)
<b>Facilitator's Workshop - Online</b>	None	Online – Zoom	Three full days	20 - 30	\$3,600 standard \$3,150 early
<b>Facilitator's Workshop – In-Person</b>	None	In person	Three full days	20 - 30	\$3,600 standard \$3,150 early
<b>Mapmaking for 1:1 Coaching</b>	None	Online – Zoom	Five 3-hour sessions	6	\$3,600 standard \$3,150 early
<b><i>ITC with Teams day</i></b>	Facilitator's Workshop, or Mapmaking for 1:1 Coaching	Online – Zoom	One full day	15 – 20	\$1,500
<b>Coach Certification Program</b>	Facilitator's Workshop - Online, Facilitator's Workshop – In-person, or Mapmaking for 1:1 Coaching	In person	2 residencies in Boston; individual coaching; conference calls; program website.	15-20	\$18,500 standard \$12,500 nonprofit
<b>Adult Development Assessment: The SOI</b>	Working knowledge of Adult Development Theory	Online – Zoom	Six 3-hour sessions	16	\$3,950 standard \$2,750 nonprofit \$2,250 student