



Intrinsic Coach®

Interview

“...learning Intrinsic Coaching®

has proven it is the ultimate in

personal growth and character

development.”

- Anthony Scaglione, COO,

Quick Fit Products, LLC



Anthony Scaglione

Anthony Scaglione has been in the Health and Fitness industry for over 18 years, the last 14 at L&T Health and Fitness. Anthony trains and develops staff, and handles account and client management, information technologies, and new business and organizational development. Anthony has designed over 11 corporate fitness centers, one of which was in London, England. Currently, Anthony is the Chief Operating Officer for a new L&T venture called Quick Fit Products, LLC, which is dedicated to enabling companies of all sizes help their inactive employees realize the overall health benefits of exercise through an easy, quick and safe program that adapts to any lifestyle.

Jodi Sivon



Jodi Sivon has over ten years experience managing, designing, implementing and evaluating health and wellness initiatives that support productivity, improve quality of life, and reduce risk for individuals, worksites and communities. She brings with her an enthusiasm, passion, and commitment to bring forth others' best thinking enabling them to discover and work towards what is most important to them. An Intrinsic Coach® since 2001, Jodi serves as our lead Intrinsic Coach® Mentor and also aids our communications initiatives at Totally Coached®, including interviewing Intrinsic Coach® professionals for our monthly newsletter specials. Ms. Sivon holds a Masters of Education in Community Health from Cleveland State University and a Bachelors degree in Exercise Physiology from Baldwin-Wallace College in Berea, OH. She is also a Certified Health Education Specialist through the National Commission for Health Education Credentialing and has received certification in health cost management from the National Wellness Institute. In addition, Jodi has received certification as a Health Promotion Director through the Cooper Institute for Aerobics Research, is a Health & Fitness Instructor through the American College of Sports Medicine, and a Personal Trainer through the American Council on Exercise.

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Would you please tell us a little about yourself and your background?

A

I have been working in the Health and Fitness industry for over 18 years. In my 14 years with L&T Health and Fitness, much of my time has been spent on staff training and development, account and client management, information technologies, and new business and organizational development. During my tenure, I have also had the opportunity to design over 11 corporate fitness centers, one of which was in London, England.

Most recently, I have taken my organizational development skills to the next level by becoming the chief operating officer for a new L&T venture called, Quick Fit Products, LLC. This organization is dedicated to enabling companies of all sizes help their inactive employees realize the overall health benefits of exercise through an easy, quick and safe program that adapts to any lifestyle.

I spend the majority of my unwavering commitment focusing on programs that preach "health fitness" rather than "athletic fitness". The sole purpose of our company is to close the fitness gap that exists between the physically active and the sedentary majority. You can also hear me preach the physical activity good word on a radio show out of Washington D.C., where I discuss all aspects of health and fitness.

I obtained a B.S. in Health and Physical Education, with a concentration in Corporate Fitness from West Chester University in West Chester, Pennsylvania. Additionally, I hold a Master's degree in Organizational Leadership, with a concentration in Organizational Effectiveness from Immaculata University. When time permits, I enjoy teaching Human Resource Management and Organizational Development classes at my local university.

In my spare time I enjoy spending time with my family, being active, and enjoying the outdoors. My interests and hobbies include technology and gadgets, playing the drums, and flying RC planes.

Q You've also had the opportunity to learn the Intrinsic Coaching® methodology and become an Intrinsic Coach®. What is it about Intrinsic Coaching® that stands out the most for you?

A When I first considered Intrinsic Coaching®, I approached the Intrinsic Coach® Development Series as something I was exploring to determine whether this type of training would be beneficial for our organization. I would have never imagined Intrinsic Coaching® would provide a methodology that allowed me to become a more consistent and self-aware leader.

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By being more consistent in my values, I am able to coach and lead individuals in a way that motivates, inspires and energizes me as a decision maker. This has led others around me to witness that my values are more congruent with my actions, which has ultimately provided me with the ability to become more authentic as I continue to shape my leadership role. Because leadership development is ultimately self-development, in the end, Intrinsic Coaching® has proven it is the ultimate in personal growth and character development. In reference to a quote by Frank Outlaw, I view the outcomes of Intrinsic Coaching® as follows:

Thoughts become words
Words become actions
Actions become habits
Habits become character
Character become your destiny

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Q That quote definitely speaks to your experience of becoming more authentic as a leader. In your experience, what is the difference between Intrinsic Coaching® and other models you've seen?

A For me the biggest difference is Intrinsic Coaching® casts a much broader net in how one can apply the methodology. Many of the other coaching models are very specific in what they teach. In some cases the coaching model is designed to make individuals a better coach for weight management, health and fitness, or executive coaching. With Intrinsic Coaching®, one can apply it to any industry or profession because it makes one a better person, not just a better coach. It becomes a way of thinking and living that permeates all aspects of one's life.

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The other difference is the amount of time one will experience actually coaching individuals. Learning Intrinsic Coaching® is very hand-on, which is essential when an individual is learning a new skill that involves making an impact to change behavior. I am a firm believer that practice doesn't make perfect, but it makes it permanent. It does no one any good if one spends the majority of their time in a coaching program only learning about theory and not applying what you learn. It is like learning how to fly online without ever taking a plane in the air. Would you trust that pilot?

Q I would agree that to develop and become proficient as an Intrinsic Coach®, you have to do it and experience it, not just read about it or talk about it. Part of that experience is being willing to take risks to put it into practice. In what ways do you integrate the Intrinsic Coaching® methodology in the work that you do?

A Since good people deserve good leadership, I integrate Intrinsic Coaching® by building a climate of trust by modeling my commitment to my values through the methodology. By exploring the intrinsic, I am able to invest more time in developing significant relationships and understanding the impact I can have on individuals.

One interesting area I didn't expect to integrate Intrinsic Coaching® into was in new business development. Approaching potential prospects from an Intrinsic

Coaching® perspective has allowed me to feel much more comfortable with the sales process that identifies a need, asks focused questions, and provides the ability to listen and mutually work toward an agreeable end point. By combining my consultative selling approach with the Intrinsic Coaching® methodology, I now have a more powerful and effective approach to new business development.

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Q I love that you have been able to apply Intrinsic Coaching® into so many different areas of your work. Has your approach to managing your employees changed since becoming an Intrinsic Coach®?

A Yes. When dealing with conflict, my approach in general is much more at ease and patient, because I trust the methodology to reveal the main pain below the surface. This allows me to diagnose the problem or situation quicker, collaboratively, and with less effort. In addition, I believe that managing employees with an intrinsic mindset allows for a stronger relationship to develop with one's employees. One begins to manage them in a more collaborative and empathic manner that fosters enthusiasm and teamwork, instead of an autocratic approach. The outcome of becoming an intrinsic leader is that you are approachable, fair, and willing to listen. Who wouldn't want that from their supervisor?

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Q Exactly. Has Intrinsic Coaching® expanded your vision of what is possible for people?

A Yes. By placing the empowerment and decision making back into the laps of the individual, I have witnessed some of the most extraordinary and creative results from those I work

with. In addition, I have been finding this approach very helpful when working with the younger generation. It has been interesting to observe the emotional self-appraisal that occurs when engaging younger people who might not have the maturity to express their feelings professionally. The kinds of conversations I can have as an Intrinsic Coach® helps close the generation gap that one finds so prevalent in today's workforce. Once one is able to increase his or her intrinsic capacity, he or she is much more secure in expressing feelings in a way that is professionally appropriate. Overall, Intrinsic Coaching® has made dealing with difficult employees much less antagonistic and mutually beneficially to both parties.

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Q You talked about how learning Intrinsic Coaching® has expanded your vision of what's possible for people. What impact has Intrinsic Coaching® had on your life and your vision of what's possible for yourself?

A In virtually every sector of society, boards of directors and presidents of organizations are concerned about developing leaders who can deal with the complexities of the 21st century. I challenge any leader or emerging leader to step inside the intrinsic and see for himself or herself how this methodology can provide the professional and personal growth necessary to lead with confidence, integrity, and empowerment. One will experience first hand how one will be able to build a climate of trust by modeling one's commitment to clear values and understanding the impact one can have on individuals. Yes, it has made me a better leader, but more importantly, it has made me a better person by once again dedicating myself to those values that are most important to me and my organization.

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Additionally, Intrinsic Coaching® has awakened the

sleeping giant inside to realize the importance of having a better balance between work and family life. I have successfully initiated personal acts of courage and now live by my life purpose statement everyday. One personal victory that I would like to share is my ability to maintain a regular exercise regime that lead to a 25 lb weight loss.

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Q Congratulations. It's exciting to hear the impact learning the Intrinsic Coaching® methodology has had on your life, professionally and personally. Thank you for taking the time to talk with us.

A You're welcome.

Who is Totally Coached, Inc.?

Totally Coached, Inc. is a Scottsdale, AZ based company that founded the proprietary and uniquely effective Intrinsic Coaching® methodology. Reaching internationally, the Intrinsic Coaching® methodology enables “Thinking better. Together.™” for benefits that extend across the workplace and beyond the organization’s walls to create healthier lives, healthier organizations, and a healthier world.

To be an Intrinsic Coach® like Anthony Scaglione, contact 480-515-5220 or totallycoached@totallycoached.com.

Make a better life.
Live a better world.™