



Intrinsic Coach™

Interview

Inside This Intrinsic

Coach™ Interview:

Sharon Varricchio,

Registered Respiratory

Therapist and Wellness

Specialist



Sharon Varricchio, Wellness and Career coach for Bronson Health and the United Way, talks about her experiences as a coach, both before and after Intrinsic Coach™ training and how the Intrinsic Coaching™ methodology enables her to engage people in thinking better about choices “from the inside out” to accomplish solid and sustainable healthy change at work and at home. Coaching hospital employees, clients at a hospital wellness clinic, and direct care personnel, Ms. Varricchio also used the Intrinsic Coaching™ methodology to coach herself to lose 20 unwanted pounds she had been trying unsuccessfully to lose for 15 years.

Jodi Sivon, M.Ed.

Jodi Sivon, M.Ed. in Community Health, BA in Exercise Physiology, CHES, and certified by ACSM, ACE, and through the Cooper Institute, is an Intrinsic Coach™ Mentor for Totally Coached, Inc. and Manager of Health & Wellness for Cuyahoga Community College’s Metropolitan Campus. As Intrinsic Coach™ Mentor, Ms. Sivon trains new coaches in the Intrinsic Coaching™ methodology. As Manager of H&W for Cuyahoga Community College, Ms. Sivon manages the campus H&W Center, designs, promotes, and implements all campus wellness programs, and serves as a resource and coach for healthy lifestyle choices for over 450 full-time employees and 6,000 students.



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Sharon , tell us a little bit about yourself.

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Personally, I have been married for 33 years and have three children, two sons, ages 29 and 27, and a daughter, age 14. Professionally, I work two part-time jobs. One is a grant program, funded through United Way, where we do training and job coaching for individuals interested in getting into the medical field as a certified nurse’s aid. There are challenges with being a nurse’s aid; too often they don’t like the position or they are not able to acclimate to the culture, both of which create high turnover.

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So my role is to help with the recruitment and retention of nurse’s aids through job coaching and through life skills training. My other position is with Bronson Hospital where I do wellness coaching. I have been with Bronson for over five years in the wellness field.

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Can you talk more about the wellness coaching you do at Bronson Hospital?

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Coaching is done through the wellness department. Employees, through the athletic center or local businesses, take a health assessment that includes cholesterol and blood pressure screening. Based on the data they receive from the health assessment, they decide what area they want to be coached on.

I also use Intrinsic Coaching™ at Bronson Hospital with tobacco cessation. Through the Intrinsic Coaching™ methodology, something happens to people from within and, when it happens from within, participants will be successful. The Intrinsic Coaching™ methodology really helped with the tobacco cessation because it helps them to realize intrinsically why they want to quit. The real reason!

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Bronson Hospital is really on the cutting edge of wellness. They understand that the bottom line is being affected by unhealthy workers. Bronson is taking a proactive approach by advising their employees to come to this wellness screening and offering wellness coaching to them in order to help reach their goals.

Q You have been coaching for a few years. Could you talk about your journey as a coach?

A About 5 1/2 years ago, I was downsized from a middle-management position, which was quite devastating. During this time I met up with someone who had been taking courses in coaching and she started coaching me. I really enjoyed the benefits of coaching and so I trained initially through the Coaches Training Institute and became a certified personal professional life coach. Then, this past year, I became an Intrinsic Coach™ through Totally Coached, Inc.

Q How did you become interested in the Intrinsic Coaching™ methodology?

A Bronson Hospital decided their case management nurses would benefit from Intrinsic Coach™ training and my manager, Dana Downing, had us participate for the wellness side. Already being a certified coach I felt the Intrinsic Coach™ Development Series would be a refresher course, but I found that the Intrinsic Coaching™ methodology involved so much more than my other training did not cover.

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Q Could you talk a little more about the difference you found between Intrinsic Coaching™ and your previous coach training?

A What is different about the Intrinsic Coaching™ methodology is it really does motivate someone from the inside out. It would seem that all coaching would be that way but it is not. Other types of coaching involve more steps, like, ok, I am going to do this, this and this. Intrinsic Coaching™ doesn't do that. With Intrinsic Coaching™, the coachee leads the conversation and the coach is there to elicit better thinking. Motivation comes from the inside out and so it is completely and totally the individual's goal, outcome, and motivation. That is what is marvelous and just totally rewarding to me about Intrinsic Coaching™.

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Q You have a personal weight loss success that you attribute to Intrinsic Coaching™.

A While taking the ICDS, I was coached by different individuals in the class. It was amazing because after I was coached, I kept asking myself what the coaches were asking me: What is it that I really want? And through that Series I did discover what it is I really wanted. What I really wanted was to feel good and look good. What I used to focus on was, "I need to lose weight." It sounds like it's one in the same, but it isn't. I really thought it was all about losing weight, but that wasn't it. It was really about wanting to feel good and look good.

Discovering what I really wanted triggered a natural process in starting to walk, starting to lose weight, and eating right. By applying the Intrinsic Coaching™ methodology toward myself, I lost close to 20 lbs... pounds that I have wanted to lose since I had my daughter fifteen years ago. It was a natural process. And what was wonderful for me was when we visited my nephew and niece and the first thing he said to me was, "You look great." Looking good was what I wanted. I told him I did it through Intrinsic Coaching™ and by going to the core of what I really wanted.

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Q So you achieved your weight loss by taking the Intrinsic Coaching™ approach toward yourself.

A Right, and certainly I have been coached around it before but it was always about losing the weight. Once I set that aside and discovered I wanted to look and feel better, I was able to move forward on the weight loss goal, which, in and of itself, wasn't enough to move me forward.

Q That is amazing! You are proof Intrinsic Coaching™ produces powerful results. How do you feel the Intrinsic Coaching™ methodology fits into the nursing profession and what you do through United Way ?

A Intrinsic Coaching™ is helping individuals realize what they truly want...and maybe it isn't actually a career in the health care field. The individuals I work with sometimes think, "Well, being a nurse's aid is what is out there and so it's something I should do." If I can get them to think about what it is they truly want to do, then it benefits both them and the organization that wants to hire them.

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Intrinsic Coaching™ is about thinking more deeply and more internally about your choices so you can find the joy and happiness that comes from the inside versus looking for it to happen to you from the outside at work or in your personal life. So really it has been quite rewarding because so many people never look inside themselves for answers.

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Q Christina Marshall wants everyone who is about to put a loved one in a nursing home to ask, "Is your staff trained in the Intrinsic Coaching™ methodology?"

A Working in the health care field...there are cultural changes that need to be made. The Intrinsic Coaching™ approach would be a wonderful way to accomplish this needed change and one of the big beneficiaries would be nursing homes and direct care facilities. If the staff were all trained in the Intrinsic Coaching™ methodology, everyone, from the Director to the housekeeper, would know how to tap into people's intrinsic motivation and the benefits would even carry down to interactions with the residents and clients within the facilities. The Intrinsic Coaching™ way of viewing yourself, others, and yourself in relation to others would create an amazing cultural change.

To me that would be a perfect answer – what a different atmosphere it would create for both employees and residents. An Intrinsic Coaching™ culture would be a culture that knows how to embrace people and help them succeed.

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To make this happen in direct care, it would be especially important to communicate to administrators what Intrinsic Coaching™ is and how it would help the bottom line. In the State of Michigan, the Labor Department is starting a proposal, a grant, in helping systems changes. One of the grants I am working on would help make Intrinsic Coaching™ available to new direct care employees. Christina wants every member of a direct care facility to receive training in the Intrinsic Coaching™ methodology and she wants the first question people ask, before placing their loved one in a facility, to be, "Is your staff trained in the Intrinsic Coaching™ methodology?"

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Q I would certainly want that for my loved ones. On a personal level, what is most rewarding to you about being an Intrinsic Coach™ professional?

A First of all, knowing that Intrinsic Coaching™ works. Secondly, watching other people discover what they really want. I know that seems simple and not very profound but it really is about helping people realize what they want and, then, to go for it. When you discover what that is, opportunities open up. When you actually go for what you really want...to me, it's what your spirit wants...there really are more opportunities out there than you know, at first. It is almost like new doors just open up for you.

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Q What could be better than that? Do you have any final thoughts about Intrinsic Coaching™?

A Intrinsic Coaching™ has taught me to be unattached from the outcome. As a coach, I can only help move people forward on a journey. “Moving forward”--that is another important thing I learned from Intrinsic Coaching™. You are always moving the client forward. In my other coaching, before I was an Intrinsic Coach™, I don't know how many times I asked, “What has worked for you in the past?”, not knowing that by asking that question I put them back to their failure and guilt from having to think, “Oh I can't do it anymore.” Intrinsic Coaching™ enables me to ask questions that help move people forward toward their goals.

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Also, as a final thought, Intrinsic Coaching™ can be used in any situation, both personal and professional. It is a wonderful approach to use with your children whether they are adults or younger children. It helps them to think better about their choices and about the outcome that they really want. I use it with my children all of the time. You can't go wrong with Intrinsic Coaching™.

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Q Yes, the Intrinsic Coaching™ methodology can be used in all aspects of your life. Thank you for sharing your thoughts with us!

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 Sharon Varricchio, contact 480-515-5220 or totallycoached@totallycoached.com.

Make a better life.
Live a better world.™