



Intrinsic Coach™

Interview

“Intrinsic Coaching™ can help
release the full potential of
fellow Africans living on this
precious continent; it can start
a new culture that will lift all
South Africans’ heads.”

- Nadene and Japie Lubbe &
Tertia and Jannie Putter,
www.WellnessAfrica.com

Jodi Sivon, M.Ed.

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.



Tertia Putter

Instead of 'fixing' our country, we can start serving one another. Intrinsic Coaching™ is a way of being with people that allows them to be and become the most they can be.



Janne Putter

I see us living in the truth and taking on the future as a great adventure with no limits and limitless possibilities.



Nadene Lubbe

Intrinsic Coaching™ can lift all South Africans' heads by showing them they are complete and human in their own unique way.



Japie Lubbe

Intrinsic Coaching™ can release our full potential and be the epicenter of a crusade to enrich the lives of fellow Africans living on this precious continent.



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Thank you for taking the time to share your thoughts as it relates to Intrinsic Coaching™ and your work in South Africa. Please tell us a little bit about yourself.

Tertia

I am the director of Wellness Africa (Pty) and received an Honors degree in Human Movement Science at the University of Potchefstroom (RSA). For the past 11 years I've been involved with Wellness Africa consulting with various corporate companies in adopting well work and lifestyle behaviors through a unique multi-level wellness approach to create sustained behavior change. I am married to Jannie Putter, and have 2 beautiful children!

Japie

I grew up on a farm in the North East of South Africa next to the famous Kruger National Park where I am still staying to day with my lovely wife Nadene and our two children, Japie (5 years) and Eunice (2 years). Early in my life I received a vision to help people live the life they were born for. In the words of a famous writer, Og Mandino, "Your existence is evidence that this generation needs

something that your life contains," I found value and these words stuck with me. I started my studies in the field of Human Movement Sciences at the Potchefstroom University for Christian Higher Education to acquire the skills to assist people in creating healthier physical lifestyles. This is where my understanding of holistic health matured. I am currently completing my PhD in this field. Soon after I completed my post graduate studies I teamed up with Tertia Putter and we founded the company Wellness Africa (Pty) Ltd. with a vision to enhance the work style and lifestyles of people across Africa. For almost a decade we have been privileged to help people live the life they were born for.

Nadene

I studied psychology and am now specializing in educational psychology. I am also a counselor and have worked with a drug (mainly heroin) rehabilitation facility for two years. I also do talks for corporate groups regarding psychological issues. I have two children and am now pregnant with my third baby, expecting in November. Japie and I are staying on a beautiful farm and are living life at it fullest by reaching our dream on all dimensions in our life.

Jannie I studied at the Potchefstroom University where I completed my BA degree, my Honors in Psychology, my Honors in Sport Science as well as my Masters degree in Sport Science. I played rugby at a high level which opened several doors for me. I have been working for myself as a mental coach (Sport Psychologist) since 1994.

Through all my wonderful years of personal experience as well as all the adventures with the different athletes coming to me for mental coaching, I wrote a book focusing on the mental approach of parents and coaches on young athletes in competition. The title of the book is “Winning is for kids...and parents!” published in 2001. Soon thereafter I published my second book, “The Secrets of a Champion,” which is more focused on any individual (not only in sport) who wants to make a success of his or her life. I am currently writing my next book on the psychology behind exercising (why so many people do not choose a life of abundant health, but rather follow the mass in living a life of mediocrity in just trying not to be ill.)

These books opened other doors and I now find myself in a wonderful position to be able to speak to groups of people varying from corporate companies, insurance companies, schools, churches, parent groups, students, etc. as an inspirational speaker. Since the beginning of 2006 I have been appointed as the mental coach of one of the top rugby teams in South Africa, The Blue Bulls.

I am married to an amazing woman, Tertia, who is the mother of our two magnificent children, Victor and Danielle. She is a Biokineticist by profession and director of a company called Wellness Africa which focuses on corporate wellness in Africa.

I turn 40 in November 2006 and live a life of abundant health (quite an important part of my being) and happiness in pursuing my passion and dream to fulfill God’s purpose for my life.

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

Tertia This is where the miracle started! We attended the National Wellness Conference in Wisconsin, where we were introduced to the general concept of coaching. Then, Christina Marshall, President and Founder of Totally Coached,

Inc. contacted us after she read an article on Wellness Africa in the National Wellness Institute Newsletter. From here an awesome relationship was born. As a team we were invited to join the world of Intrinsic Coaching™ by participating in the Intrinsic Coach™ Development Series. Learning Intrinsic Coaching™ has been the answer for me in sustaining cultural change within individuals and organizations.

Japie I wrote an article for the National Wellness Institute in 2004 about “Creating a wellness culture – The South African experience”. Christina Marshall, President and Founder of Totally Coached, Inc., read the article and contacted me. She introduced me to Intrinsic Coaching™ because she believed that the values we pursue with Wellness Africa and the values of her company were mutual. Since that day it has transformed my thinking of the process to create sustained behavior change in and through people.

Nadene Only by a miracle called Christina! We were not familiar with the Intrinsic Coaching™ methodology until Christina in her wise manner introduced us and got us hooked for the rest of our lives!

Japie Because of so many different events in my life (not all good) and the results I experienced, I became passionately interested in the potential of every individual human being and the effect of DECISIONS in our lives. We (Tertia, Japie, Nadene and I) attended the National Wellness Conference in Stevens Point, Wisconsin in 2004. The experience and the people there were so great that we decided to go again the next year, and have also been invited as presenters this year. Throughout this adventure we became more involved with the principle of life-coaching and ended up coming in contact with Christina Marshall and this amazing approach of Intrinsic Coaching™.

Q What does Intrinsic Coaching™ mean to you?

Tertia To me Intrinsic Coaching™ is a way of ‘being’ with people that allows them to be and become the most they can be. Intrinsic Coaching™ is something that enriched my way of dealing with individuals that provided them with an ‘after training’ affect that creates sustainable change.

Japie We are created with and for a purpose—an intrinsic desire within us to live the life that fills our dreams, energizes our bodies and stimulates our minds. Intrinsic Coaching™ is a powerful methodology that taps into this innermost desire and helps us discover the resources within us to live that life we were born for.

Nadene What does Intrinsic Coaching™ mean to me? Being myself without pretending. Accepting people for who they are, where they're at. Peaceful. No pressure for having to know it all. Being a server, not a helper and what a big difference that makes. Listening, to really listen without thinking what I must say next that will impress or move the client to the level I want for them. Intrinsic Coaching™ is really understanding people's hearts and hearing what they truly want. It's self control in my own thoughts, a big amazing vocabulary, and using it to ask the right questions. Intrinsic Coaching™ is also seeing silence as golden.

Jannie To me Intrinsic Coaching™ is simply a wonderful way and approach of guiding and supporting an individual to find answers truly important to him or her, to live a more meaningful and purposeful life and through this, experience more abundance and happiness.

Q What is it about the Intrinsic Coaching™ methodology that stands out for you?

Tertia It's the ability to create space for my coachee to become what he was born to be. I am but a privileged spectator, enjoying and sharing the fulfilling steps of him or her becoming that purpose.

Japie The simple formula that empowers the individual to create and sustain the changes he or she desires.

Nadene The PEACEFULNESS, no pressure from both communicators, just being where you are at for who you are. It's the "dancing" of the two partners, just flowing, and listening to where their "inner voice" is taking them.

Jannie What stands out for me is that my role as a coach is NOT that of a therapist (giving advice and solving problems), but rather regarding the coachee coming to me as totally

capable and complete to know and find answers for him or herself that will truly make a difference and give more meaning to his or her life. I am not responsible for success...the success and answers is already within the coachee coming to me!

Q What do you believe Intrinsic Coaching™ can do for South Africa as a nation?

Tertia Wow! Intrinsic Coaching™ is a methodology that will help our country overcome barriers such as communication gaps (we will listen 'with' rather than listen 'to'), culture differences (everyone is capable, create and complete), empowerment (tapping into the intrinsic, instead of extrinsic and systemic sources), and serving one another (serving > helping > fixing).

Japie Intrinsic Coaching™ could help release our full potential and be the epicenter of a crusade to enrich the lives of fellow Africans living on this precious continent.

Nadene WOW, we have a culture of spoon feeding. We (all cultures in South Africa) don't believe that everyone is creative, capable and complete. Intrinsic Coaching™ can give back the total uniqueness of each individual, equipping them with self empowerment through the fact that the answer is within them—each person is unique, creative and complete. Intrinsic Coaching™ can start a totally new culture that will lift all South Africans' heads by feeling complete and human in their own unique way.

Jannie WOW, Intrinsic Coaching™ can do so much! There is a desperate need for people to become free of the opinions of others and to find the truth within them and to learn to live with that truth. Traditionally we have learned that to ask for help means that you are weak, ill or have a major problem. However, one really needs to be strong to admit to a weakness, to ask for guidance and to be open for growth. We as South Africans have come to a point where we need to become strong and to stop pretending. The writing is on the wall for all to see. How can one deny it? Intrinsic Coaching™ is definitely the way to go and a massive need amongst high-ranking people in this country.

Q How do you integrate Intrinsic Coaching™ in your work? How is this different from how you used to interact with people before you were an Intrinsic Coach™?

Tertia Intrinsic Coaching™ within Wellness Africa operational outputs has become my sustainable change agent. Before, I was advising and focused on problem-solving, now I am focused on the intrinsic capacity within each person I work with. And the intrinsic capacity is unlimited and self-sustaining. I just have to mirror that back to them each time we meet!

Japie Intrinsic Coaching™ has become the central focus of the behavior change phase of our health & wellness programs. Intrinsic Coaching™ was the missing link we searched for.

Nadene What I used to do is totally different from what I do now as an Intrinsic Coach™. I used to have the answers, and I believed they were good answers, until I started listening to each individual's own unique answer. It's amazing. My listening has changed in such a way that both my client and I feel energized and mobilized after each session.

Jannie My way of dealing with people has changed from giving advice, solving problems and taking responsibility for change to guiding people to find their own answers and to commit to them. This released me from the responsibility to come up with great answers and hoping I can get a person to commit to it! My work is much more fun, less tiresome and much less stressful. I am still growing in the Intrinsic Coaching™ methodology, but what a relief!!!! I just love asking more and more questions eliciting thinking from others!

Q How has the Intrinsic Coaching™ methodology enhanced your work professionally (and/or personally)?

Tertia Professionally, I have become passionate about my work again. I am thankful every day that I can share the highest quality within other people – their intrinsic thinking! Personally, I have learned to keep much more quiet. A world of richness has opened around me!

Japie Now that I'm an Intrinsic Coach™ I am look forward to coaching people.

Nadene Intrinsic Coaching™ makes me feel creative, capable, and complete. There's no more pressure of being the fixer, walking around as the solution to all problems. That pressure is gone. I have found myself within the lie that I must be the solution and replaced that with the fact that I am just the facilitator with the sincere listening ear and right questions that will elicit best thinking from others.

Jannie I can honestly say that I have more confidence in results (because I am not responsible for it any more), and this approach has caused me to treat myself in the same way--asking questions, eliciting best thinking and not doing what I think is a good thing, but rather doing what is right!!!

Q Do you have a particular coaching success story that stands out in your mind?

Tertia This has been a real success story for me. Wellness Africa had been appointed a contract with a very high-level corporate company in order to support management through a period of transformation. This happened just as I was beginning to integrate my 'counseling' style with Intrinsic Coaching™. The executive team had been under a lot of pressure and changes happened constantly, and so I met with each executive on a bi-weekly basis.

One of the executive managers, a woman in her early fifties, had been targeted to resign from her position and was going to be demoted in the process. When I first met her, she was angry, unmotivated, demoralized and without hope. After our first session, she said, "This was something totally different than what I expected." She kept her second appointment, which her reply afterwards was, "After today, I have hope again." This relationship was a building process, one that ended up with her requesting to know how she can get involved in what we are doing. She said, "I want to be part of the solution, not the problem. I want to do what you do. I want to see people change the way I changed. With all my experience within corporate companies, I have never experienced this way of empowering people to rediscover their real potential." She has been appointed as CEO in another company where she's allowing herself to be the best she can be!

Japie A lady phoned me one day just after I started my Intrinsic Coach™ Development Series with Totally Coached, Inc. She just finished her university studies and wanted me to give her some advice on which one of two promising job offers to take. Just before I spilled out all my thoughts I decided to try some Intrinsic Coaching™ skills. Within two minutes she came up with a profound insight that shaped her decision and propelled her into her future. The only thought I could get out was, “Wow!”

Nadene I had worked with a man on drug rehabilitation (heroin). He always thanked me, but he was doing the work. All I did was meet him where he was at and really listen, knowing that he did have the answers within. He thanked me for making him feel alive again, he found himself, with his own answers, realizing that he is capable, creative and complete. Sadly he passed away from an overdose, but I can really confess that he did start loving himself again for who he is. He did make a mistake by choosing the wrong coping mechanism, tried by his own choice to stop, but he just could not say NO to his last shot.

Jannie There are many that stand out for me. One success is that of one of my players who was in a total slump, pit of doubt and fear. I simply asked him, “How would you like to see yourself play?” In a space of two days his whole attitude (and performance) changed from fearful and hesitant to exuberant and filled with flair! He came up with all the answers and ways to improve! Even the newspapers remarked on this change. Since then he has been on a wave of growth!

Q Has Intrinsic Coaching™ expanded your vision of what is possible for people of South Africa?

Tertia Intrinsic Coaching™ has most definitely expanded my vision! Instead of ‘fixing’ our country, we can start serving one another. Instead of looking for the problems, we can all set goals and see each other as capable, create and complete!

Japie Intrinsic Coaching™ has strengthened my belief that the people of Africa do have the capacity to reach for the dream only they possess. Thus, the ability to shape the future they desire is within them.

Nadene South Africa can become a strong, powerful nation, knowing that when everybody is thinking alike, intrinsically, there will be less “telling” and more creativity within the workplace. With Intrinsic Coaching™ there will be more tolerance for each individual just knowing that they are creative and unique, accepting them unconditionally. This may mean that everybody will start feeling empowered and have good self esteem.

Jannie As I said previously, I believe there is a massive need for Intrinsic Coaching™ in our country. It is simply a matter of creating awareness and then opening the market!

Q What is most rewarding for you being an Intrinsic Coach™?

Tertia Using this methodology to help people discover their purpose. I enjoy the privilege of seeing someone move beyond his or her extrinsic and systemic thinking and reaching the intrinsic where limitless potential reveals itself!

Japie For me it’s rewarding helping people move forward.

Nadene Feeling empowered by dancing and not predicting the way that the dance is going to go. Just keep the dance partner and sometimes when urgently necessary steer softly into a desirable direction.

Jannie It’s rewarding seeing coachees experiencing success after committing to their own answers found in our conversations.... and hearing some of the feedback from that!

Q What do you want for people? For South Africa as a nation?

Tertia What I want for people - South Africa and the world - is to be who they were created to be. To live their purpose. Only then can we be really fulfilled!

Japie

What I want for people is a culture with love, peace and joy.

Nadene

I want for people to be teachable and to really experience what it means to be equipped in this awesome methodology called Intrinsic Coaching™.

Jannie

What I want for people is to find their purpose and to live it with a passion, thereby making a difference in the world they live in. What I want for the people of South Africa is to put the past to rest. To close all back doors as an excuse for failure – not to become a victim of circumstances, but to become a VICTOR in circumstances. I see us developing a culture of mutual respect, integrity and excellence in our ways of doing things. I see us living in the truth and taking on the future as a great adventure with no limits and limitless possibilities!

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Do you have any final thoughts about Intrinsic Coaching™ that you would like to share?

Tertia

I would like to thank Christina Marshall for trusting and believing enough in Intrinsic Coaching™ to share it with our world. It has truly changed me and will change many others that cross our path.

Nadene

May you just keep growing and filtrating the whole world, empowering people to start accepting people unconditionally.

Jannie

I would like to thank Totally Coached, Inc. for including us and sharing with us your own experiences and expertise. I am a person of moments, of opportunities and of being ready for the moment! I believe Intrinsic Coaching™ has equipped me so much better for this and that I am still to do! God bless you all!

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™, contact 480-515-5220
or totallycoached@totallycoached.com.

Make a better life.
Live a better world.™