



# PROFESSIONAL CHRISTIAN COACHING TODAY

Chris McCluskey & Kim Avery

*The podcast dedicated to Raising the Standard of Coaching...  
and Changing the World*

## Episode 029

### Emotional Intelligence with Peter Beck

**KIM:** We have got a fascinating topic on the show today for you. If you're interested in succeeding in business and life and helping your clients do the same, then you're going to want to stay tuned.

I think we've probably always known and emphasized the importance of knowledge and skill as key ingredients for success, but it has been fascinating these past few decades to watch the research show that those are simply minimum entrance requirements. There's actually one other really key attribute that distinguishes truly outstanding performers from those who are merely adequate, and that attribute is emotional intelligence, sometimes known as Emotional Quotient or EQ. So joining us today is Peter Beck, Director of Training and Coaching at RightPath Resources. He's going to help us unpack this topic of emotional intelligence, discuss why coaching is such a valuable tool for people who want to work on understanding it and improving their EQ, and then lastly what the future holds in this area, both in business and ministry settings. So I'm looking forward to this topic today, Chris.

**CHRIS:** Boy and me too, Kim, and like you said, I find this to be a fascinating topic. The deeper I go into it, the more I just kind of find myself shaking my head first at the

# PROFESSIONAL CHRISTIAN COACHING TODAY

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awareness that wow, as the Lord said, we are fearfully and wonderfully made, and then at the ability that mankind has marshaled largely in this last century of being able to kind of measure or gauge things. We're going to look at some inventories here that actually help us get a better handle on something as seemingly nebulous at first as emotional intelligence.

Our guest today is Peter Beck and let me just say a little bit about him, introduce him to you here and then maybe fill in a little bit more of the background. Peter and I got to know each other when he first came to us for coach training at Professional Christian Coaching Institute. He is the Director of Training and Coaching at RightPath Resources, which is a leadership and talent development firm that utilizes various inventories they have developed and we'll be explaining those a little bit further. He came to us to further his own training in professional grade coaching as a Christian and I instantly had my attention piqued because for years, we had already been using the RightPath Inventories in our executive leadership coaching courses. So I was familiar with RightPath, didn't know Peter, saw his name show up and saw what his role was there and I thought, "Oh, I got to get to know this guy." So yeah, in for a big treat here. Peter, welcome to the show.

PETER: Chris and Kim, it's great to be here. Thanks for having me.

CHRIS: Let's give a little bit more background information on Peter. As I said, RightPath Resources is a leadership and talent development firm. They are based in Suwanee, Georgia in the Atlanta area and they have a series of inventories, what they call the RightPath 4, the RightPath 6, and the RightPath 360, and these are behavioral analyses and self-leadership EQ kind of inventories. Companies all around the world have used RightPath for the last couple of decades. Some of those companies are household names that you would recognize like Coca-Cola, the John Maxwell Companies, the Atlanta Falcons. In fact, they have several different NFL teams. The Baltimore Ravens I think you said, Peter, and the Minnesota Vikings, right, San Francisco 49ers, Green Bay. Is that right?

# PROFESSIONAL CHRISTIAN COACHING TODAY

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PETER: Right and the Packers, yes.

CHRIS: And the Green Bay Packers, okay, but then also nonprofit ministries. Goodwill Industries and I think a couple of other large ministries, megachurch ministries, is that right?

PETER: Yes. Andy Stanley at North Point Community Church here at the Atlanta are uses our assessments as well as Perimeter Church which is another church here in Atlanta.

CHRIS: And missions organizations. In fact, that ties into some of Peter's background. He worked in fulltime missions for about 25 years. He was a church planter in Peru, as well as in Guatemala and Colombia, but you've traveled to more than 50 countries around the world. Is that right?

PETER: I have. I have been able to see lots of very interesting places and meet some very, very interesting people around the world.

CHRIS: With a Master's degree in Leadership from Trinity Western University and then finishing up a Master's in Theology from Reformed Theological Seminary there in Atlanta. Actually I used to teach on their adjunct faculty down there at Reformed.

PETER: Oh, what do you know.

CHRIS: Great, great school. You're just bringing a tremendous amount of life experience and wealth of knowledge from these inventories so why don't you tee us up here, Peter, with a little bit of your background. What drew you into this kind of work specifically – examining emotional intelligence and helping leaders to develop their own EQs?

PETER: Well, it's very interesting because one of the primary drivers was I needed EQ myself when I'm involved in ministry doing church planting, living in a cross cultural context, the stresses of that are there. You're working closely with

# PROFESSIONAL CHRISTIAN COACHING TODAY

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teammates and EQ really comes to the forefront in being able to function well on a team, being able to be effective in ministry, and I came to a place where I realized I needed some help in this area. So I was able to not only do some reading but get some wise counsel from people around me to help me develop an awareness of my own emotions, to be able to manage them when I needed to but that also helped me to understand what other people were experiencing - to experience some empathy, to see things from their perspective, and it ultimately helped me develop stronger relationships with people and help me be a more effective teammate with the people I was working with.

**KIM:** Yeah, wonderful results all of them and I'm really fascinated to dig into how somebody who you kind of self described who maybe wasn't very emotionally aware became aware that you needed help in this area, but perhaps before we even go there, a definition would be in order for those listeners that this is a new subject for. What is emotional intelligence or Emotional Quotient?

**PETER:** Well, for a lot of people, emotional intelligence is a little bit intimidating and maybe a little bit scary because it's made up of two words that can be maybe intimidating. Emotions for some people is a little bit scary and then intelligence, you either have it or you don't, you have a lot or you have a little, but really it's actually fairly simple. It's about being aware of the emotions that you're experiencing. "Well, I'm feeling a little frustrated right now or this isn't the best day. I'm feeling a little angry." So that self awareness is the first step of emotional intelligence but the second step is being able to manage those emotions. For a lot of us, it's about calming yourself. It's about taking a step back, responding thoughtfully rather than reacting impulsively, and so you have that self awareness and self management, but it also has a focus on others. So you're aware of what others are experiencing. You can see things from their perspective, walk in their shoes as it were, and when you're able to do that, to develop that empathy, then you're able to respond more appropriately to others and strengthen those relationships and manage them.

## PROFESSIONAL CHRISTIAN COACHING TODAY

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**KIM:** And that makes perfect sense why you would be functioning better on a team. When you're in those high pressure cooker situations, having high emotional intelligence would be a huge asset but it still kind of brings me back to my question I started a minute ago. If people benefit so much from emotional intelligence but they don't have it, how do they even become aware of the fact that they are not self aware?

**PETER:** Yeah, and coaching is a big part of that question. A coach can come along with an outside perspective, provide some objectivity, and help people see what we call blind spots. We all have areas where we think we're coming across in a certain way and yet either our words or our actions, body language may communicate something different, and coaches can help us think through that and they can help us make adjustments in how we're interacting with people.

**CHRIS:** I love to be able to make the distinction between the EQ reference that we often hear with emotional intelligence because we're all familiar with IQ, Intelligence Quotient, and really what we're talking about here are two central pieces of self - our intellect, our intellectual capabilities as well as just our general knowledge base and our emotional quotient or not just the experience of emotions but the regulation of those emotions and interactions. If you think about intelligence for a moment, we all have a brain and we all use it to a greater or lesser degrees, but that brain is not just the sum total of the random thoughts that we happen to have. We train our brains. We seek to ingest hopefully everyday more and more intelligence, greater and greater information and knowledge so that our IQ is increased. You can actually improve your IQ scores quite a bit by working very intentionally on what's in your brain, but our emotions seem to just be in kind of a different category where we just have them. They are just there and they kind of present themselves without us certainly thinking them into being. We more just acknowledge them with our minds or try to dismiss them with our minds, ignore them or something, but they are just there.

# PROFESSIONAL CHRISTIAN COACHING TODAY

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In fact, what EQ and this whole field of research is showing us is that yes, we do have emotions just like we have thoughts in our mind, but we can become far more consciously aware of our emotions and consciously aware then of ways to more productively express those emotions or channel them to utilize them more effectively. There are various authors in this field but I know one of the ones that you referenced quite a bit at RightPath and in your coaching, Peter, is Daniel Goleman. If our listeners are not familiar with him, they probably want to do a search on Goleman, G-O-L-E-M-A-N. Daniel Goleman wrote one of the seminal works in this field just called Emotional Intelligence, but his subtitle is what catches your attention, Emotional Intelligence: Why It Can Matter More Than IQ. Can you kind of expand upon that theme? We're looking at two different parts of self and we're looking at an area that oftentimes, we have largely neglected, haven't been really aware of working on and what's the impact of becoming more informed about your EQ?

PETER: So what we're finding is that in leadership positions, obviously people who are leaders need to have the intellectual capacity, the IQ. They also need to have experience but they need to have EQ. What research is showing is that emotional intelligence accounts for 50-90% of a person's success in a leadership position. Now if you think about it, it makes sense because leaders move from being individual contributors whether just doing the work themselves to getting work done through people. In order to motivate others, to hold people accountable, to know what other people are thinking, those are emotional intelligence competencies. So we work with lots of leaders who have kind of bumped up against the ceiling. They are not able to move further into the organization. They are not able to take on new leadership responsibilities until they gain those emotional intelligence skills to work with and manage people well. That's been EQ Competency.

CHRIS: Wow. Our listeners couldn't see Kim and I looking at each here on the screen but when you gave that statistic that they are suggesting that EQ accounts for 50-90%

# PROFESSIONAL CHRISTIAN COACHING TODAY

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of leadership success, we just both looked at each other and went wow. That is amazing. What an incredible statistic and I would suggest that probably most of our listeners and most persons – period – don't have any awareness of what a critically huge piece that is. That's a game changer right there.

**KIM:** Can you flush that out with an example for us, Peter, like somebody who has kind of plateaued and unable to go further because of their lower EQ and what happened as they became more aware of what was going on?

**PETER:** Yeah. We'll often see people who have gotten into a leadership position because they have great technical skills. We do some work in the manufacturing field. So somebody is a brilliant engineer. They know how to keep the machines running. They are hard working, they are diligent, and those qualities get them into a management role. They have to make a change when they get into a leadership role and that change is rather than do the work themselves, they need to guide a team and have the team do the work, right, so helping an individual see. As the leader, I've got to empower my team. I've got to help them. I've got to let them sometimes make mistakes and so as I coach leaders, especially new managers, this is a key learning but so many people need to get that lesson of getting work done through others.

**KIM:** And I can see that because when we're in school and early in jobs, we're trained on our skills, the technical, the analytical, the knowledge base, and the things that we bring to that particular role, but I don't think we get any training or very little in our schools on team leadership, conflict management, self awareness, self management, all those key important things. My heart just goes out to somebody in that position who is succeeding, who is doing well, who is at the top of their game. They get put in this new position. They have all the knowledge they think to succeed but they don't have these key emotional skills to motivate the team or to understand why there's underlying conflict or to even assess the impact that their leadership style is having on other members of the team. It almost feels like,

# PROFESSIONAL CHRISTIAN COACHING TODAY

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wow, they would be fish out of water and just floundering without this critical EQ and this skills.

CHRIS: Peter, it can really be game over for somebody, right? I mean, in an industry setting particularly, when you're promoted to what in business they call your Peter Principle, when you get to the place of your own personal incompetence, you've been advanced because of your proven skills in certain other areas and then you find yourself in a position of leadership for which those skills, they are helpful in terms of knowledge but they are not going to carry you through the responsibilities of other people and other teams. That can be a career ending kind of an "aha" for somebody to just say, "Yikes! It was the greatest day and it was the worst day of my life when I got promoted here," and that's exactly where something like the RightPath Inventories and coaching connected with it can plug in and really help somebody.

PETER: Absolutely. In fact, there's an example just in the last two weeks. I was coaching someone who is Chief Operating Officer, COO, of a medium sized company and she was really struggling to get along with the CEO, Chief Executive Officer. They had very different styles of how they would do their work. The COO was detail oriented. She wanted clarity, closure, wanted to plan ahead and the CEO was relationally oriented. She was flexible. She wanted to keep her options open. They were just like oil and water. The COO was so frustrated, she's like, "Why can't I get her to agree to something?" and she couldn't see things from the CEO's perspective. She couldn't understand why those relationships were so important to the CEO. One thing I did is I challenged her. I said, "Well, could you think of one small step that you could take that would be meaningful for the CEO that you want to work on that relationship, you want to be able to get along more effectively?" She thought and thought and finally, she said, "You know what, the CEO, what she really appreciates are greeting cards." So she went into the meeting with a card. I'm not sure exactly what it said but something along the lines, "I want to work well with you. I want to make this better," and she said it

# PROFESSIONAL CHRISTIAN COACHING TODAY

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transformed that meeting. It went from confrontational and antagonistic to the CEO saying, “You know what, let’s put all this in the past. Let’s start with a clean slate and move forward in a positive direction.”

**KIM:** It’s such a powerful step but I think almost the hidden part of that, the true power was her finally moving out of herself and standing in someone else’s shoes or sitting in their chair thinking, “How are they viewing the world? What’s going to have value and meaning to her in this situation?” My guess is that’s going to start a cascading effect of her being able to grow and exercise this EQ muscle where more and more, she’ll be able to understand different perspectives even though they are very different from her own. Would you say that that’s true? There’s like this domino effect with it?

**PETER:** Oh, it can transform an organization. It can make a huge difference to the culture of the company. One of the things that I think is helpful about using an assessment in this is it gives you some objective names and measurements for understanding how people are different, right? You can see why relationships are important. It’s not just frustrating but I can appreciate why the CEO in this case values relationships. That’s a good thing and I can see it from their perspective and then the CEO can see things from the other person’s perspective. It gives you some objectivity that you don’t have without an assessment.

**CHRIS:** No kidding there on the objectivity piece. I think most of our listeners are very familiar with Patrick Lencioni and his many wonderful books. Probably the most immediately recognizable is the Five Dysfunctions of a Team but he has written many books, all kind of applied to business setting, most of them what he calls business fables. They are kind of stories that take us into various forms of dysfunction and problems in businesses. Our listeners are probably familiar with his huge newest release called The Advantage. If you’re not, gang, the subtitle of that is Why Organizational Health Trumps Everything Else in Business. What he’s talking about there is back to that statistic that Peter cited for us a few moments ago that just got a big wow out of Kim and I both. What he’s really

# PROFESSIONAL CHRISTIAN COACHING TODAY

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saying is you can have all the competence in the world. You can have a great team of A-players but they have to be able to play together effectively. That's organizational health and when they don't, oftentimes, you can even have a killer product and a huge market potential, and you'll wind up finding three, five years down the road, maybe not even that long, that your company has gone under. You have been scooped by somebody else and it wasn't just that they were smaller, moved faster, or leaner or something, it was that they were more emotionally integrated, more organizationally healthy and they were able to do with their team and their version of that product what you were not because of just a lack of greater awareness of emotional intelligence.

I find it fascinating that Patrick Lencioni, author of those books that I was just referring, actually, I just went online and ordered a copy of a book on emotional intelligence. It's called Emotional Intelligence 2.0 and the foreword for it is by, guess who? Patrick Lencioni, because he's saying exactly what you're saying here Peter, that we have to utilize inventories like the RightPath Inventories to help any kind of a team – a NFL Football team, nonprofit ministry, small missions organizations, huge company like Coca-Cola – it doesn't matter who they are, we need to be able to increase our emotional intelligence. Can you kind of walk our listeners into some of what each of those three inventories reveal? When somebody takes these assessments, what are they going to gain?

PETER: We have two main inventories that we use. It's call the Path 4 and 6. They are used together and they measure what we're calling hard wired behavior. This is what comes most naturally to you. It's how you like to operate. It's where your natural strengths are. We can measure not only what the strengths are but what are some of the struggles that might come along with it. For example, sometimes, a strength if it's overdone can become a struggle. Here's an example. We measure something called directing. These are people that want to make decisions, they are decisive, they take charge. That's a good thing. We need people like that, don't we? But if it's overdone, you do it too much, it turns into

# PROFESSIONAL CHRISTIAN COACHING TODAY

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controlling and overdone can become a negative. So our Path 4 and 6 measure that. We measure intensities and what we coach people on especially in your areas of intensity, when the pressure is on, you need to be aware that your strengths can be overdone. They can become struggles. That's an emotional intelligence learning that we have with our clients. Another component is our 360. Let me just tell you a story about a company we work with that has used the 360 to transform the culture.

Every year, the CEO of this company takes a 360 evaluation, gets feedback from her peers, direct reports, others - the good, the bad, and the ugly. Out of that 360, she writes a development plan. Here are the three or four things I'm going to work on this year to strengthen my leadership. She goes back to her executive team and says, "here's what I have heard from you. This is what I'm going to be working on over the next year. If you see me not doing it or you see me doing something else, hold me accountable." She also has her executive team take the 360. They get feedback about what they are doing well, what they need to improve. They share their development plan with their team and it creates a culture of accountability and it creates a culture of development. It has really transformed how the entire organization works. It's really pretty amazing what they have done with it.

**KIM:** I just think that's beautiful when you think about that development plan and being vulnerable and willing to put yourself out there and inviting people to speak into your life. I can see why those are the successful people, willing to take a risk and have people call out and partner with you to see the things that you don't naturally see.

**CHRIS:** These 360s, in fact I'm aware that maybe some of our listeners aren't quite familiar with what a 360 is or how they work. It's called a 360 because of the reference to 360 degrees and the idea of this kind of an assessment again that RightPath has is one of theirs. There are other companies that also do 360s but you fill out a self assessment but then Peter, you actually assess other persons in

## PROFESSIONAL CHRISTIAN COACHING TODAY

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your environment, typically your work environment, but in your world who fill out their assessments of the same things about you, is that right?

PETER: That's exactly right and our 360 has five major components to leadership development as part of it. So it looks at how well somebody does in terms of getting results, doing the job, how well they are doing in relationships, in building trust. Emotional intelligence is part of it and then how will they do in terms of developing others. So they are getting feedback from people all around them about these wide variety of areas and what we see is people begin to see some of those blind spots, some of those areas if they made a change there, their leadership would significantly improve. They will have a lot more influence in the organization.

KIM: I'll tell you what, Peter. I've had the experience of clients being hesitant to take the 360, almost being a little bit nervous to get this kind of feedback. It feels evaluative even though it isn't necessarily meant as a judgment. It's meant as a help. When we think of ourselves as coaches working with our clients and really believing that this might be beneficial in their professional development, how do you go about, I hate to say talking them into it but showing them that the benefits outweigh the obvious risks?

PETER: Yeah and it is a scary process to get that kind of feedback from somebody, and we often hear that, "I'm nervous about it. I don't want somebody to throw me under the bus," right? So we try to do a couple of things. One is we emphasize that this is a development tool, not an evaluation of how well they are doing in their job. So we try to separate it from performance reviews. Secondly, having a coach help somebody process the information is helpful because usually when somebody reads a 360, they just latch on to that one negative comment or that one thing that just irritates them, right, but a coach can give them that broader perspective and help them see the big picture to say, "Okay, maybe that was just one comment. Let's look at the big things. What are the most important thing for you to be focusing on in the next 6-12 months?"

## PROFESSIONAL CHRISTIAN COACHING TODAY

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CHRIS: My first experience with a 360 was about 10, 12 years ago and I was serving as a coach on contract with what was then called the Christian Management Association, which we now call the Christian Leadership Association. We were doing executive leadership program retreat and we were processing various things including all of these executives who had taken 360s. Peter, I'm sure you see this all the time but that was my first experience of watching persons begin to unpack what was in their 360 and even in a roomful of other executives who are all processing theirs, we had several of these men and women crying. I don't mean just like a little tear trickling down, like breakdown sob crying, trying to talk out loud about the feedback they got from those who are their superiors in the work environment or those who are their peers, or those who are their direct reports. They were just saying that this is not how I perceive myself or "This is not how I want to be perceived. This was so incredibly painful to hear. I don't understand what they are saying but four of them have said the same thing so there must be..." It was just such, you talk about opening up eyes but painfully opening up eyes.

This is incredibly vulnerable and I think once again, it really illustrates where a coach is maybe not just kind of a nice add on in processing this. I would say it's a critical piece. I don't know what that processing would have been like had there not been a trained coach there to help in that kind of debriefing. Do you use coaches in your regular work with helping persons in leadership or talent development explore their results from these inventories?

PETER: Yes. We highly recommend that people use a coach because oftentimes what happens is you get a 360 report, you read it. There's always some sting, right? There's always something in there that hurts, you wish was different, you wish was better, and without a coach, oftentimes what happens is that 360 report gets stuck in a drawer or put in a file and forgotten because it is painful. It is disappointing, isn't it, but a coach can help you come up with a strategy that will help you address those issues and make significant improvement. We'd like to

## PROFESSIONAL CHRISTIAN COACHING TODAY

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encourage people to think about a 360 as a flashlight to show you those blind spots rather than a club to hit you over the head for the ways that you probably need to improve.

**KIM:** Yeah. I recently came back from the doctor and the doctor was doing a check for any spots or moles or anything on my back, and I think, I don't want to hear bad news that there may be something on my back but heaven forbid, I don't want to not hear it and have that thing on my back hurting me in an ongoing manner," and so it really is just wisdom for us to submit ourselves I think as coaches first to this process so we know exactly what it's like to go through it, to hear it, to be helped around it, and then to encourage our clients. If I can just throw in another analogy, as you're talking, Peter, I'm thinking about some of these emotional sub factors almost as muscles and the coach almost as a personal trainer just helping them exercise and learn to use new muscles. The encouraging part is we can grow in our flexibility and in our strength in these previously hidden or unknown areas. To me, that's always an encouraging thing.

**PETER:** Yes. I've had the privilege of walking along several clients going through multiple 360s over several years. So year one, they may have shock. It may be very difficult to get that feedback, but when they take that feedback and put it into an action plan, the next year they are getting the 360 feedback and they see they have made progress, right, and it's an opportunity for growth. It's just a lot of fun to see people who have almost get to the point they look forward to their 360 feedback because they can measure their growth but they can also identify ways to strengthen their leadership. That's just lots and lots of fun to see.

**CHRIS:** I think it's quite a testimony to the power of this that we can kind of go back to the shortlist there we read of some of the companies and organizations that utilize your RightPath Inventory here because you think about those football teams for example. I mean, we listed off some of the ones that have taken it all on the Super Bowl, right? There might be a reason for that. They are more self aware. They work a little better as a team. They are more organizationally healthy. That

## PROFESSIONAL CHRISTIAN COACHING TODAY

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means they score more points. This translates so powerfully in application, in work settings, and in ministry settings. I want to be sure that our listeners are also hearing that the 360 is only one of the three inventories that RightPath uses and the other two, actually Kim and I have both taken those ourselves. We've used those, as I said, for years in one of our leadership coaching courses here at the institute. On the RightPath 4 and the RightPath 6, those are inventories you can use just as an individual. They don't require you having any other, maybe you're not in a work setting where you have superiors or direct reports or even peers like us as coaches. We're solopreneurs but those inventories and the results from them tremendously helpful. As I look at, for example, just one of the sets of results from my 6, the Path 6 inventory, you measure something such as adventurousness.

Well, it wasn't a very big surprise. I'm a pretty adventurous guy. I scored off the charts in terms of daring and ambitious kind of stuff, but the one that kind of grabbed my attention, kind of throttled me and I said, gosh, I wish I would have known that a decade earlier was on your compassion side. Now, I'm a compassionate individual but in terms of the two sides that you ranked on that from compassionate to what you call detached, when you give the subcategories of detached, it's not saying I'm detached and cold. You qualify things such as I'm more logical, more action oriented and more challenging. Those are great qualities for me to have as a coach. They weren't necessarily the best qualities for me to have as therapist, working with people in tremendous pain, very vulnerable, having to move at a very gradual, slow pace. Therapy, I'm glad I had the years that I did in it but it was draining for me. At times, it was just sucking the life out of me. Well in fact, the way I'm hardwired as an inventory like this clearly shows, it was. It was not playing to my strengths. It was requiring a tremendous amount of attention to my emotions and regulation because I was not working in an area that I'm just built better for, which happily transfers nicely to coaching. I wish I would have had that kind of insight like I say, many, many years earlier.

# PROFESSIONAL CHRISTIAN COACHING TODAY

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PETER: And that's a great point. The Path 4 and the Path 6 assessment was originally designed to match people to work. Thinking about somebody's hardwired behavior, what kind of job, what kind of task are the best fit for that person? Chris, what you just described is sort of like swimming downstream. It's easy. It feels natural. When somebody is in a job where there's not a good fit, when they are working in areas that aren't their strength, it's a little bit like swimming upstream. You have to work extra hard. It goes slower. It takes a lot more energy. The 4 and the 6 give you some of those insights to know where the natural match is for how you go about doing your work.

KIM: So these are hugely valuable, Peter, and I can see how in business, in ministry, honestly in my marriage, things like these have really made a big difference in my life. What do you see is the future of EQ work in some of these settings?

CHRIS: I think it's going to continue to grow. We're seeing in a lot of companies, there's so much emphasis on development and growth. EQ is a core part of that and millennial generation, it's all about me. Are you going to develop me, are you going to help me grow, help me move into leadership? EQ is a huge part of that so we see this is very much of a growing need in business.

CHRIS: And therefore a growing need for coaches because coaches have to be trained in such inventories and be able to help their clients process them. This is weeks and even months worth of work helping somebody tease back through things like this. Peter, this has just been tremendously helpful. Thanks so much for joining us and for sharing this. I want to let our listeners know how they can connect with you and with RightPath specifically and on some training. So listen up here, gang. If you want to connect with peter online, you'll find him on his website at [RightPath.com](http://RightPath.com), [RightPath.com](http://RightPath.com). In fact, if you want to email him directly, you can do so at [PBeck@RightPath.com](mailto:PBeck@RightPath.com).

Peter has made a tremendously generous offer for our listeners. Any of you who would like to take these inventories, he is offering a one-time coupon that is good

## PROFESSIONAL CHRISTIAN COACHING TODAY

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for a free inventory. It's normally a \$95 assessment fee. He will send that to you happily if you do just care to have that and be able to see what your own results might be on these RightPath 4 and 6 inventories. Again that's at [PBeck@RightPath.com](mailto:PBeck@RightPath.com). Now, Peter is also he was a student with us at the institute. He is now on our faculty at Professional Christian Coaching Institute and he is teaching a course that starts in May of this year and it's called Coaching on the RightPath Inventories. So if you have interest, if you're a coach, even if you train through some other school, it doesn't matter. If you are a professional grade Christian coach and you want to get training in these inventories, you not only get to train under Peter and utilize these inventories yourself and hear them apply to coaching, but by the time you complete that 10-hour course all taught virtually via Telebridge from wherever you are in the world, you are also then certified by the RightPath company to be able to administer these inventories with your clientele, so great, great opportunity there. Of course you can find all the information about that on our website for the school which is just at [ProfessionalChristianCoaching.com](http://ProfessionalChristianCoaching.com). Again, that's the course that's coming up, Coaching on the RightPath Inventories in May.

KIM: Peter, it really has been a joy having you here and all your emotional intelligence working on our behalf today. Do you have any final thoughts you'd like to leave with our listeners?

PETER: Well, I think one thing that's very helpful for coaches is to have some objective feedback about your clients. Where are their strengths and struggles? How can you best help them if they are struggling with a blind spot? These assessments whether it's a Path 4 and 6 or the 360 really help people get that kind of objective feedback that's going to increase their self awareness but also help them be more effective in business, in work, and in their relationships.

KIM: Yeah, it's a great point. Terrific. If you would like to get a copy of our 50 Hottest Coaching Niches, some of which just happen to include executive and leadership coaching, ministry and organizational coaching, self awareness and EQ

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coaching. Those have been very popular the past few weeks and we'd love to have you stop by [ProfessionalChristianCoachingToday.com](http://ProfessionalChristianCoachingToday.com) and pick up your free copy again of the 50 Hottest Coaching Niches.

CHRIS: Peter, thanks again and listeners, you know the drill. Until next time, keep raising the standard of caching and changing the world.

KIM: God's richest blessings to you.