



IDENTITY ICEBERG

DEIB EXERCISE FOR COACHES

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Name _____ Date _____

Why Complete This Exercise?

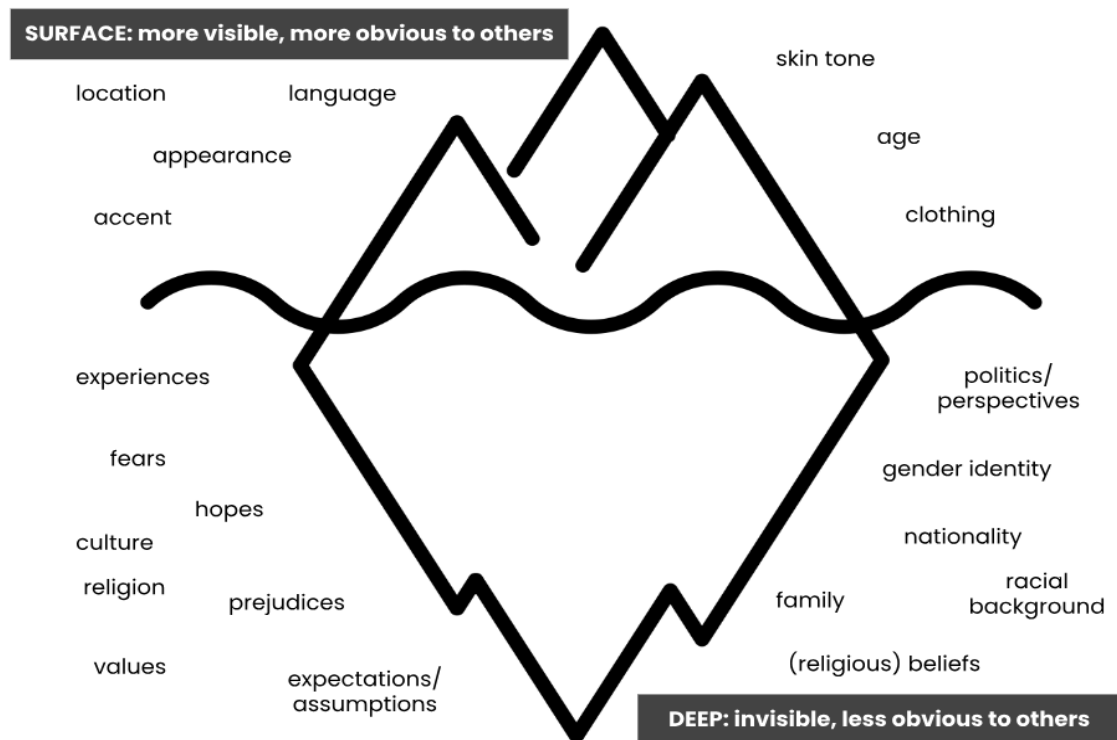
- Self-awareness is a foundational skill for any coach. Completing this tool helps coaches explore both the visible and hidden aspects of their own identities; this exercise aims to help coaches become more culturally competent, gaining insights into their own cultural biases and worldview.
- Understanding our identities increases empathy as we realize everyone has their own complex identities with both visible and hidden layers. This recognition fosters a more empathetic and non-judgmental coaching relationship.
- By considering our own identity, we also become more sensitive to how this impacts our thoughts and behaviours in the coaching space, including any bias or discrimination related dilemmas.
- Finally, consider that sharing insights from this activity with our clients can build trust and rapport. It demonstrates vulnerability and authenticity—key components of a strong coaching relationship.

Here's How to Use this "Identity Iceberg" Tool

TIP: When completing the exercise, use the Iceberg Model illustration below for inspiration—but don't let it restrict you.

1. **Your Surface Identity:** Write these *above the waterline*. Using the image on page 2, begin by writing down aspects of your identity that are visible to others. These are observable characteristics or traits and may include aspects such as your name, age, physical appearance and any roles or labels you identify with in your daily life. You may choose to include both common misconceptions and 'facts'.
2. **Your Hidden Identity:** Write these *below the waterline* on page 2. Now dive a little deeper and consider the aspects of your identity that are not immediately obvious to others. This can include things that people come to know about you over time, as well as things you keep hidden or only share in close relationships. You may choose to put the less obvious (or even secret) aspects of your identity at the deepest point to represent how hidden they are.
3. **Reflect:** Finally, for maximum learning, be sure to answer the reflective questions on page 3.

Example Identity Iceberg



Identity Iceberg Exercise

Explore Your Identity Iceberg here:



This coaching tool was co-created by Abena Baiden & Emma-Louise Elsey. The Example Identity Iceberg was created by Abena Baiden.

Time to Reflect

Personal Observations

- 1) How did exploring these aspects of your identity make you feel? _____

- 2) How well do the *visible* aspects of your identity reflect who you are? _____

- 3) Were there any surprises or insights you hadn't previously considered? _____

- 4) For a moment, imagine this is someone else's Identity Iceberg. What do you notice about this person?

Practical Coaching Applications

- 5) Which parts of your identity do you *already* leverage in the coaching space?

- 6) As you look at your iceberg, which *additional* parts of your identity could you *now* leverage?

- 7) Are there any parts of your identity that you intentionally leave out? If so, why might this be?

- 8) How might this new self-awareness build stronger connections with your clients and facilitate *their* growth and development?

Finally, what will you do now? What ONE action will you take from what you've learned?

Action _____ by when _____

PS. Why not 'be the change you wish to see' by sharing this tool with fellow coaches?