

MARCH NEWSLETTER



Welcome To Our March Newsletter!

This month, we're focusing on having a coaching mindset, not only professionally but in our everyday lives as well. It's easy to get stuck in old habits or criticise ourselves. However, a coaching mindset is about curiosity, reflection and openness. It's about encouraging an open mind because every question we ask, every moment we listen and every perspective we consider helps us grow.

This is a reminder to stay present, support yourself and those around you.

www.routescoaching.co.za



A COACHING MINDSET



a coaching mindset

A set of mindful practices that contribute clarity and creative thinking to an individual or collaborative growth process.

www.routescoaching.co.za

Everyday we face many stressors, challenges and moments where it's easy to feel frustrated, with ourselves or others. One way to handle those moments more effectively is by having the right mindset, how we approach situations, how we respond, and how we show compassion to ourselves and the people around us.

This is where a coaching mindset comes in. You might think it's only for coaches, but really it's for anyone and everyone. It's about staying curious, asking questions instead of judging, listening and looking for ways to grow. It encourages reflection and helps us support both our own progress and the growth of others.

Growth Mindset in Action

A growth mindset works hand in hand with this. Believing that our abilities, skills, and knowledge can improve through effort, practice, and learning. Mistakes aren't failures, they're opportunities to learn and grow.

A growth mindset reminds you that the mistake doesn't define you, it's just part of the learning process.

We encourage these mindsets because they help us move through life with greater ease.

They give us the tools to face challenges without getting stuck, to spot opportunities where we may have once only seen problems, and to grow both personally and with those around us.

The best part? Anyone can start practicing them today, no special training required.

6 Strategies to Cultivate a Coaching Mindset



1. Facilitate Awareness

Be present, notice patterns, and see things from different perspectives to understand yourself and others better.

2. Realise Potential

Recognise talents, explore possibilities, and support growth in yourself and those around you.

3. Activate Curiosity

Replace judgment with curiosity. Ask questions, seek new perspectives, and stay open to learning.

4. Deeper Listening

Listen intentionally, not just to words, but to emotions, tone, and nonverbal cues.

5. Exercise Question Thinking

Ask open-ended “what” and “how” questions to promote reflection, insight, and problem-solving.

6. Shift Your Perspective

Reframe challenges to discover new opportunities, consider alternatives to overcome mental blocks.

Benefits of a Growth Mindset

When you have a growth mindset, you are more likely to:

- Embrace lifelong learning
- Believe knowledge can improve with effort
- Put in more effort to learn
- Treat failures as temporary setbacks
- Welcome challenges willingly
- Find inspiration in others' success
- See feedback as an opportunity to learn

www.routescoaching.co.za



”
**Don't go through
life, grow
through life.**

- Eric

Butterworth

Human Rights Day & Growth



Happy Human Rights Day!

The 21st of March marks Human Rights Day and serves as a reminder of the importance of dignity, equality, and respect for everyone. Human rights ensures that all people are treated fairly and have the opportunity to learn, grow, and thrive.

This connects closely with adopting a growth mindset. When we approach others with empathy, curiosity, and respect, we create spaces where people feel heard, valued, supported and where they can grow. This can go a long way, particularly with today's high intensity work environments we find ourselves in.



www.routescoaching.co.za

What's Coming...

LOOK OUT FOR OUR NEW ARTICLE !!

We understand the daily pressures people face, and in today's complex environment there are many different forms of support and avenues people can turn to. However, each type of support has a different focus.

In our upcoming article, "Not All Support Is the Same: Understanding Coaching, Mentoring, and Therapy," we aim to provide more clarity on what coaching is and how it differs from other forms of support.



www.routescoaching.co.za

**NOT ALL SUPPORT IS THE
SAME:
UNDERSTANDING
COACHING, MENTORING,
AND THERAPY**



*An article by Routes Coaching,
Casale Quiltermes and Gracious Ngwenya*



Through our experience working in the corporate coaching field over the past three years, we have observed that although different forms of support serve unique roles, they are frequently misunderstood and viewed as one and the same. In today's professional and personal development spaces, people seek support to grow, overcome challenges, and perform better. However, different forms of support exist. Coaching is often misunderstood as advice-giving or counselling. This article aims to clarify what coaching is and how it differs from mentoring and psychological therapy/support.

While there is an overlap in their goal of supporting growth, they differ significantly in their focus, approach, and professional boundaries. In the ever-changing landscape of today's workplace, coaching has emerged as a pivotal practice aimed at unlocking individual and collective potential (Wale, H. 2023).

Will be uploaded on our
LinkedIn and our website!

Thank You!

Get in Touch With US

Debbie Wheal

debbie@routescoaching.co.za

Cassie Quiterres

cassie@routescoaching.co.za

Gracious Ngwenya

gracious@routescoaching.co.za

www.routescoaching.co.za

