

Phronetic Leadership

*Coaching Techniques for
Building Resilience*

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Phronetic



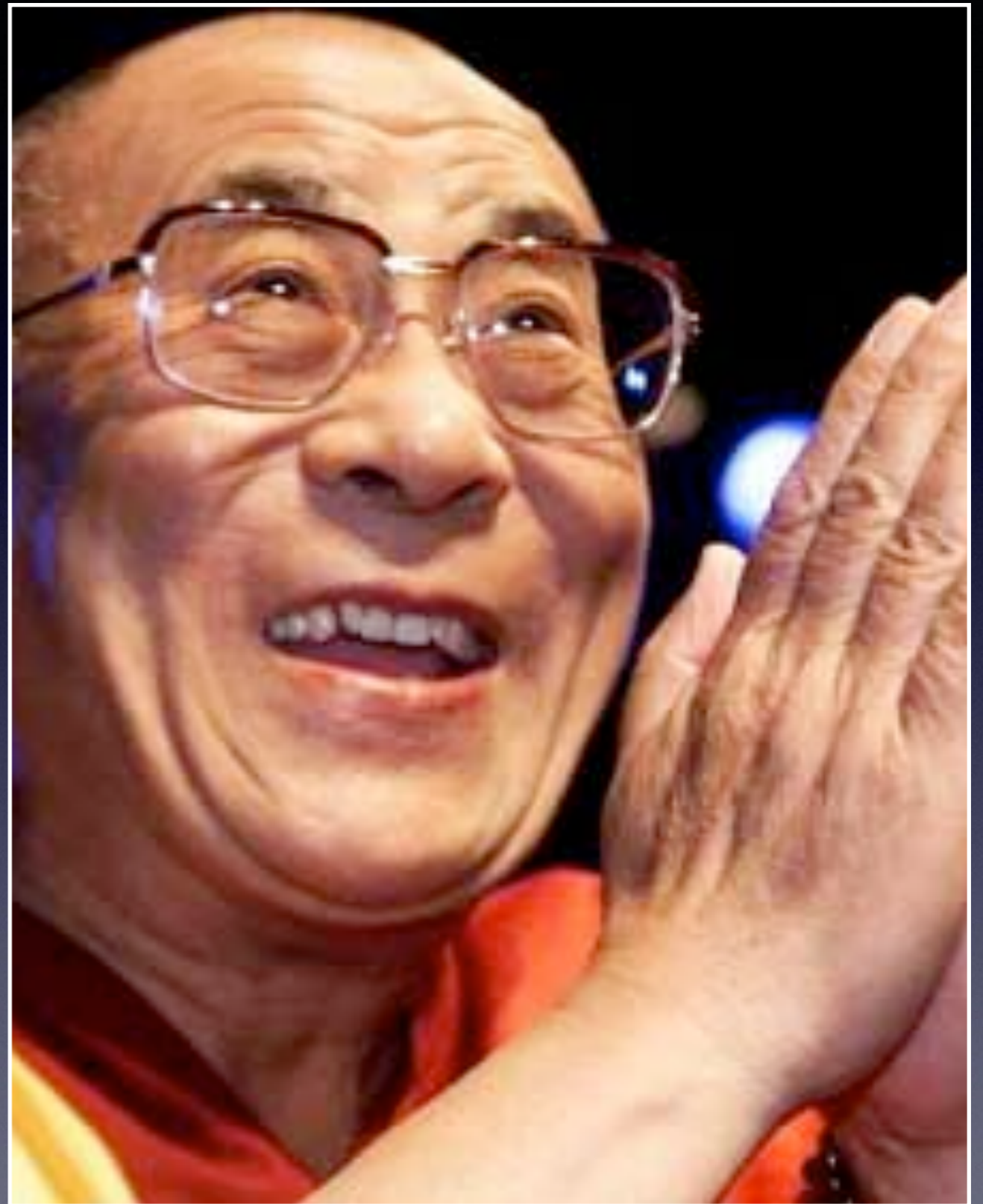
6 Principles of *Phronetic* Leadership

1. Make a judgement on goodness
2. Share contexts with others to create shared meaning
3. Grasp the essence of particular situations/things
4. Reconstruct the particulars into universals
5. Use any necessary means well to realize common goodness
6. Foster *phronesis* in others

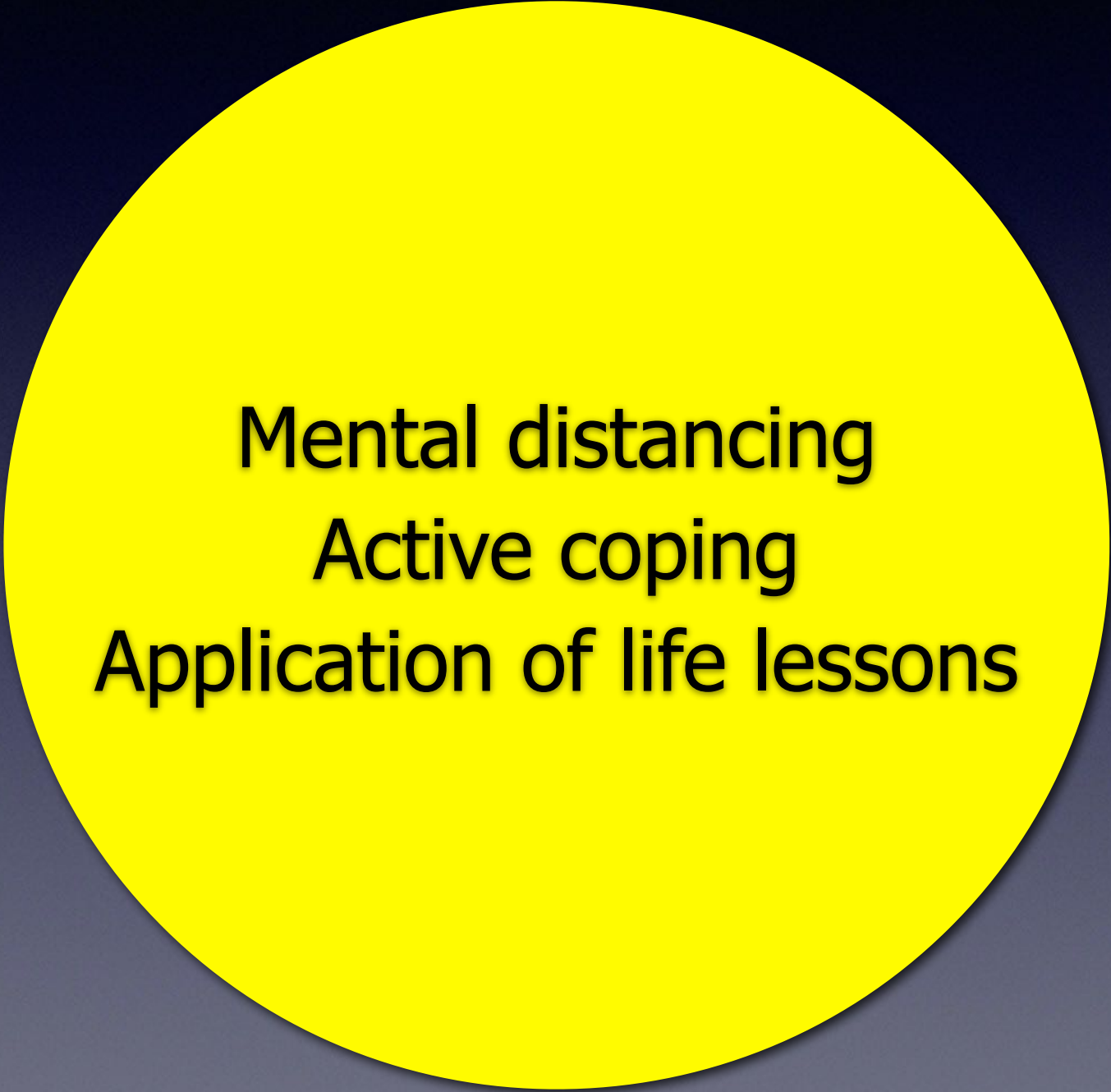


Wisdom as Personality

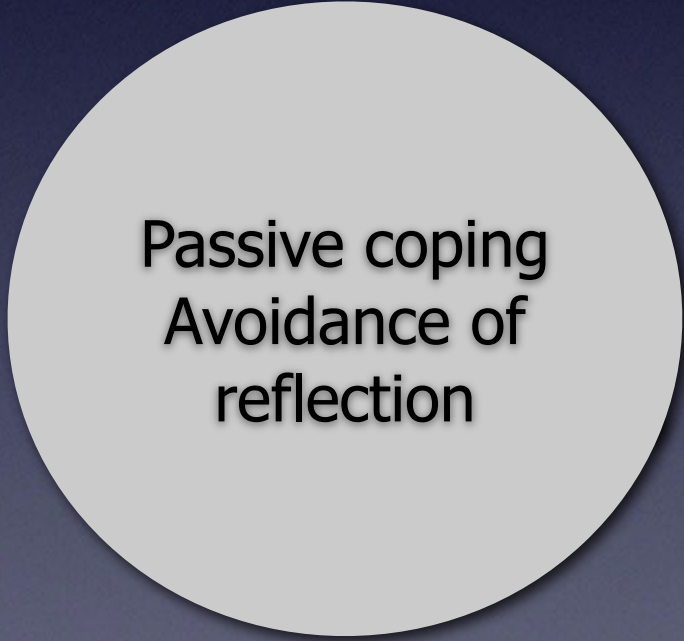
“The simultaneous presence
of *cognitive, affective, and
reflective* personality
characteristics”



Coping with crises and obstacles in life (Ardelt, 2005)



Mental distancing
Active coping
Application of life lessons



Passive coping
Avoidance of
reflection

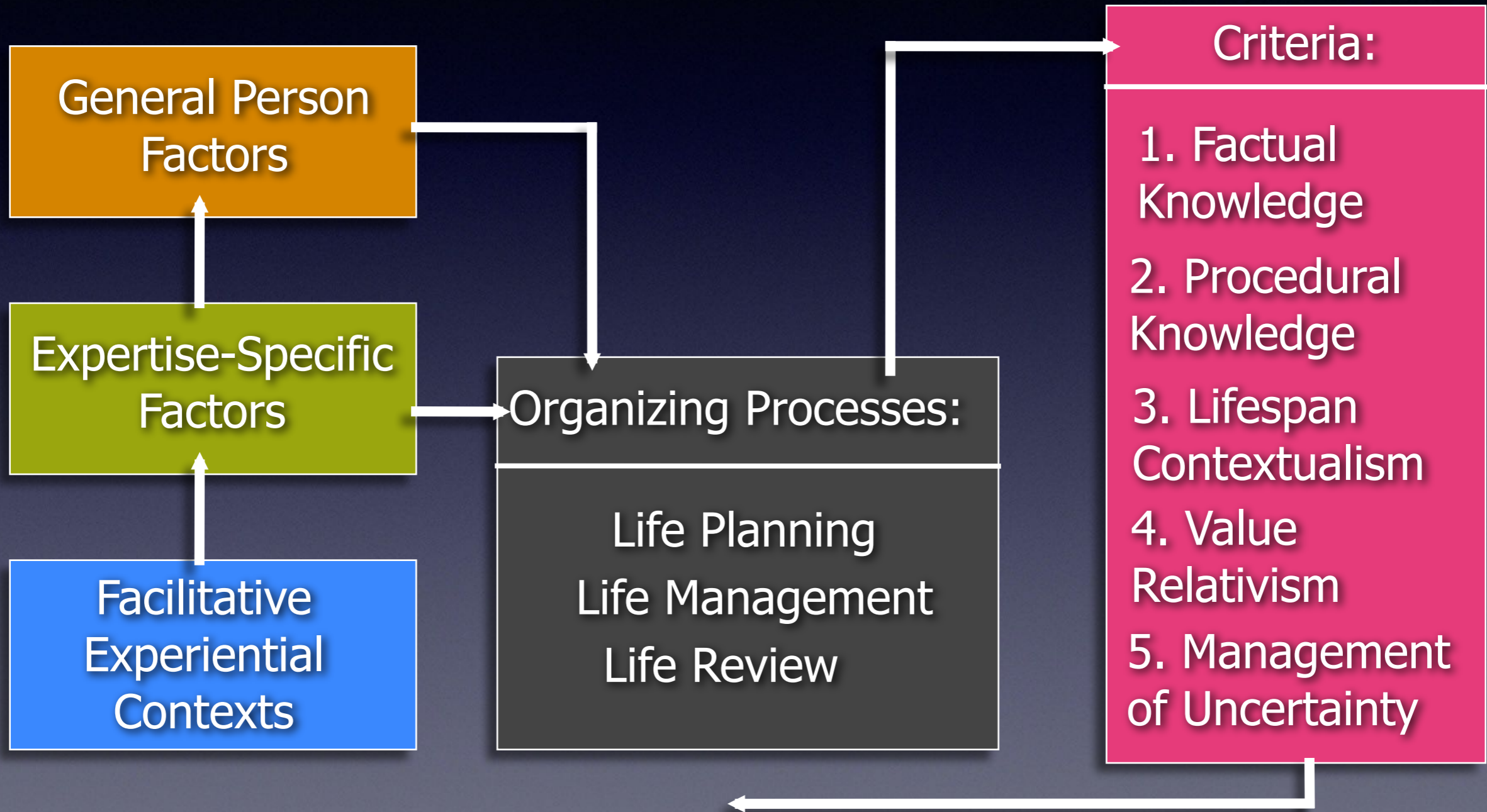
Wisdom as Knowledge

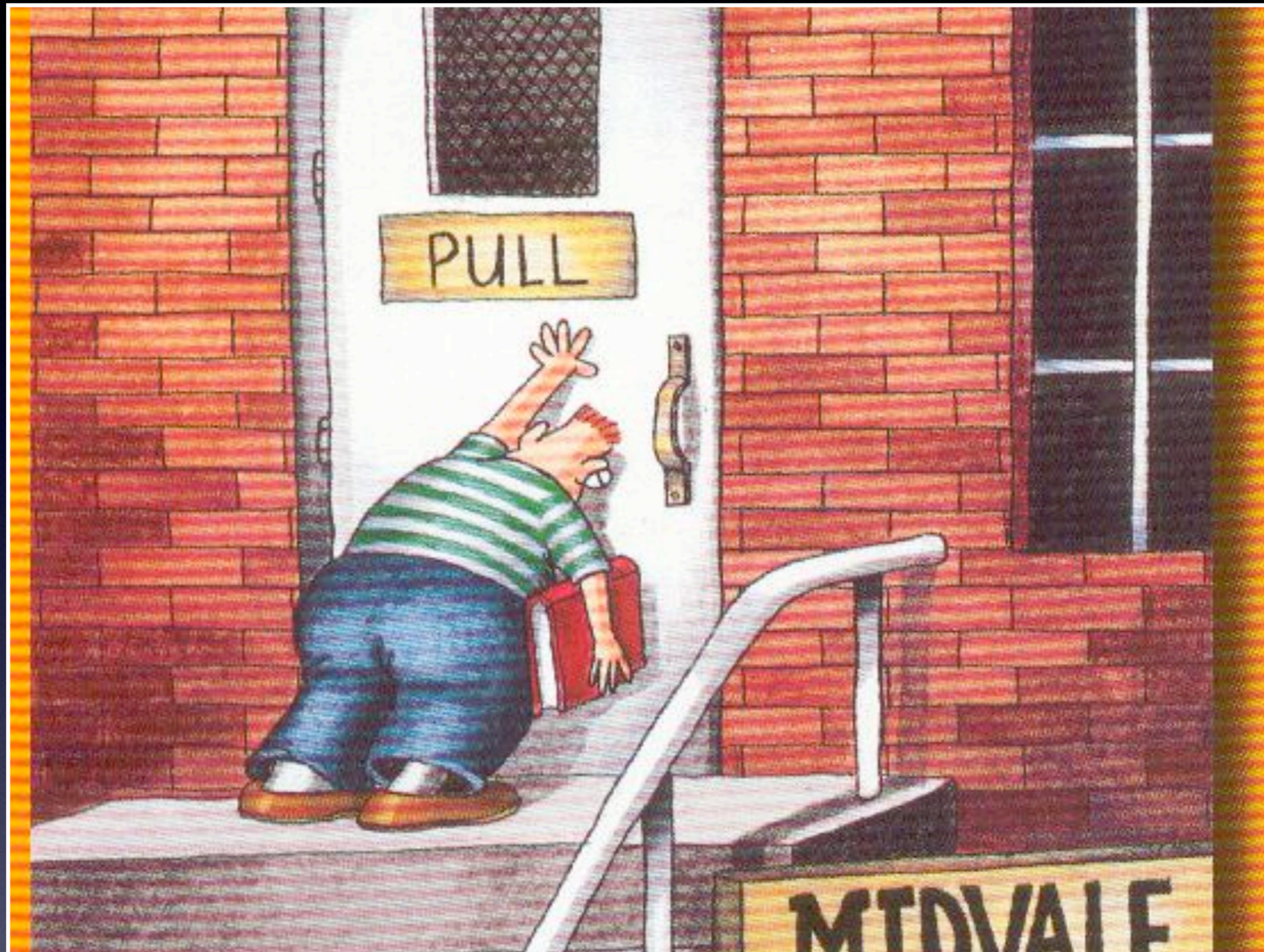
“Expert knowledge and
judgement in the fundamental
pragmatics of life”



The Berlin Wisdom Paradigm

(Baltes & Staudinger, 2000)



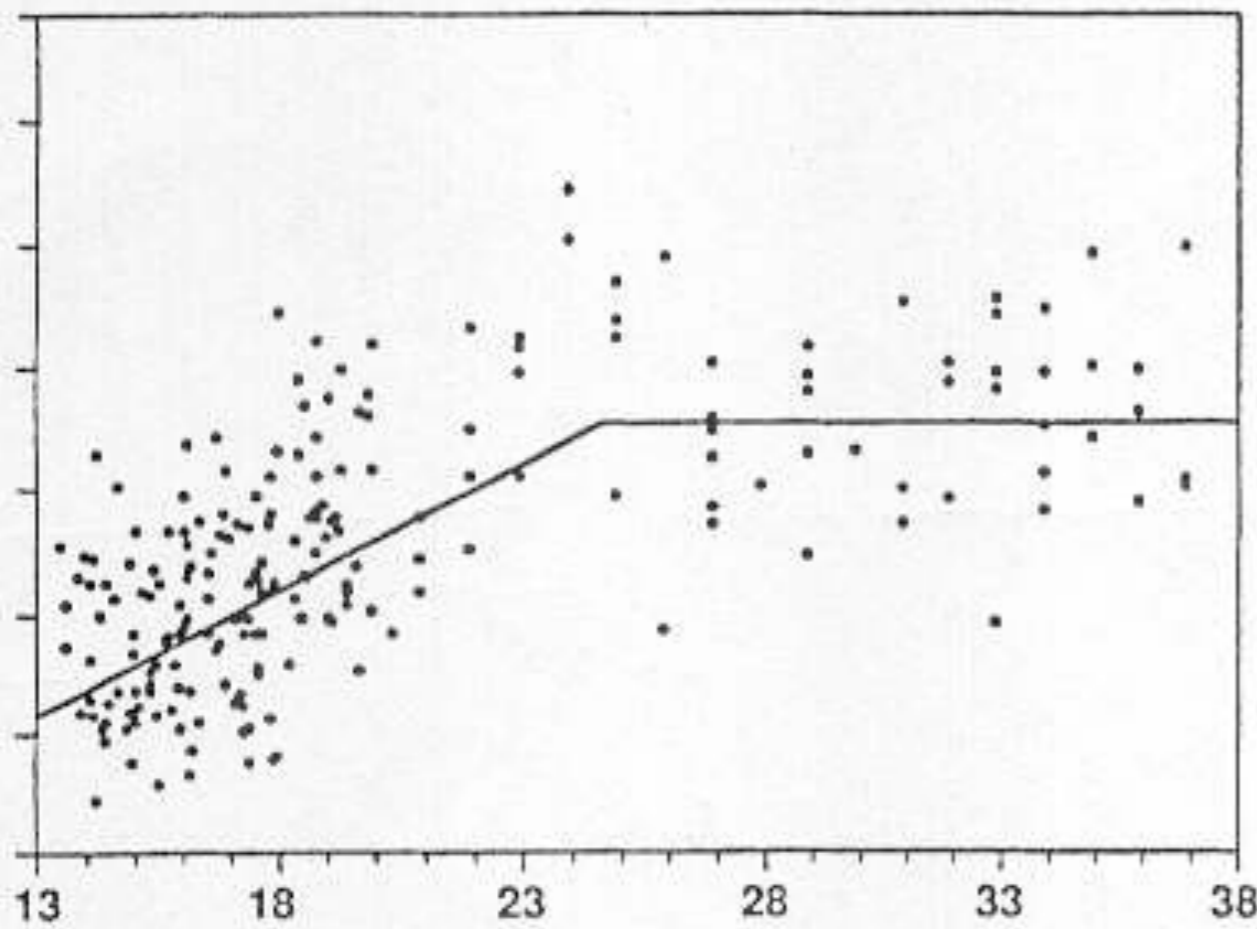


Measuring wisdom-related Performance

Wisdom-related performance by age

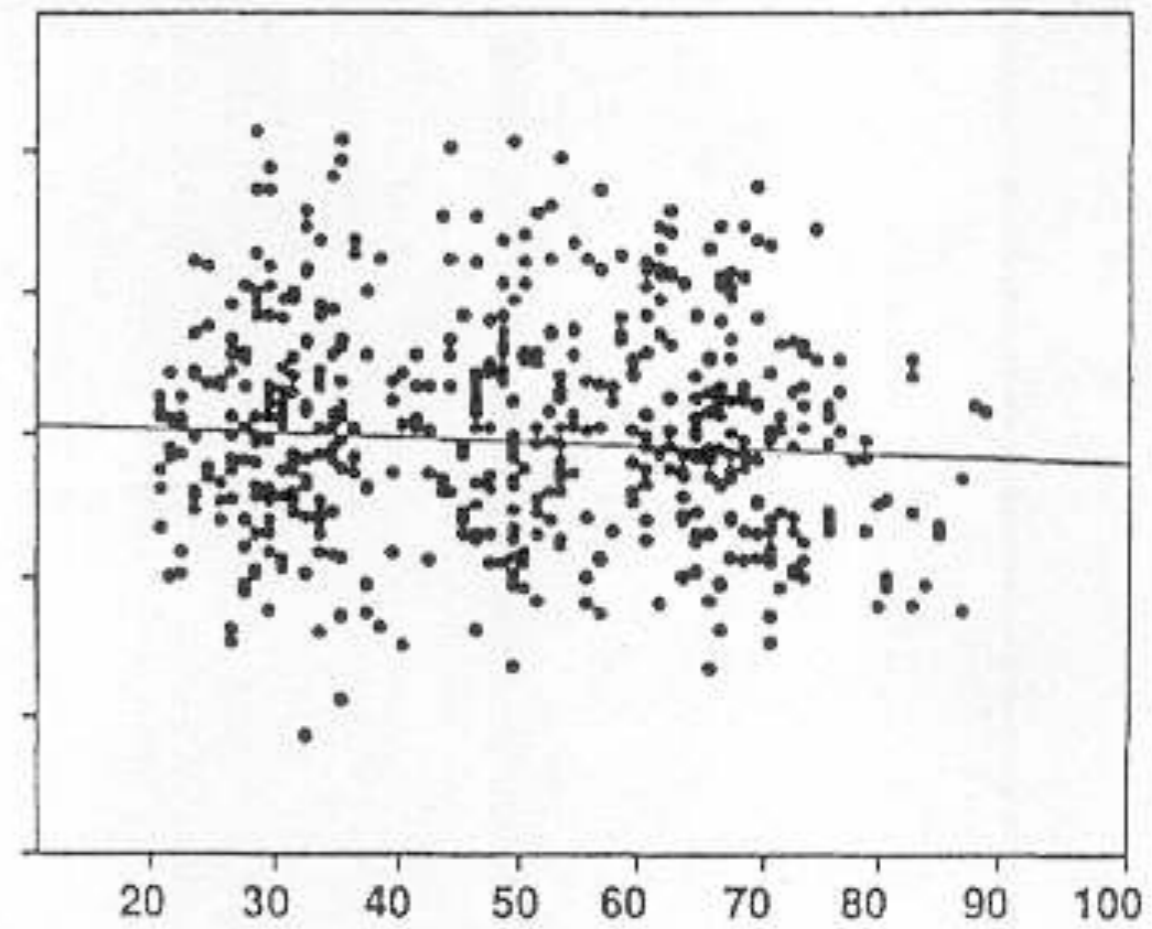
(Baltes, Glück, & Kunzman, 2002)

Wisdom



Age in Years

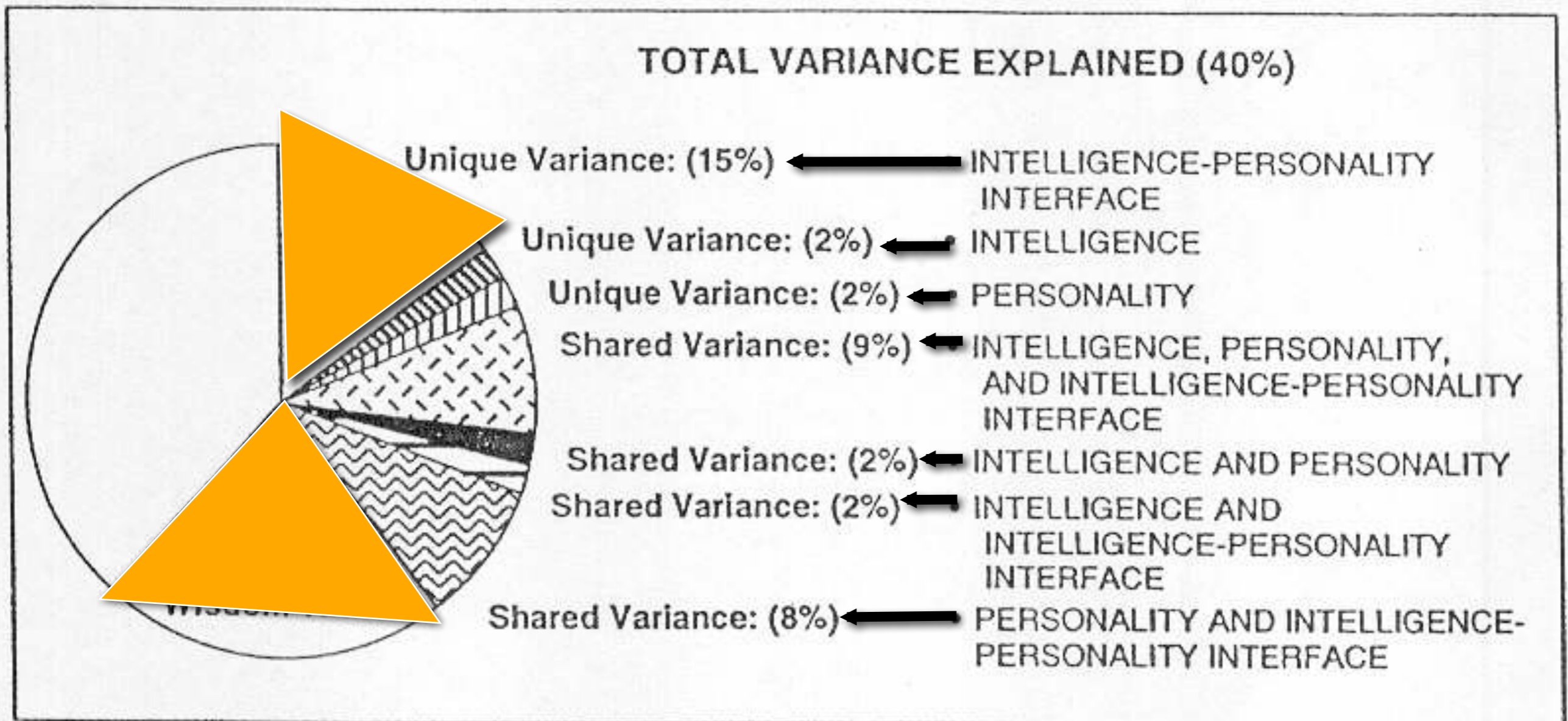
Wisdom



Age in Years

Psychometric location of wisdom-related performance

(Staudinger, Lopez, & Baltes 1997)



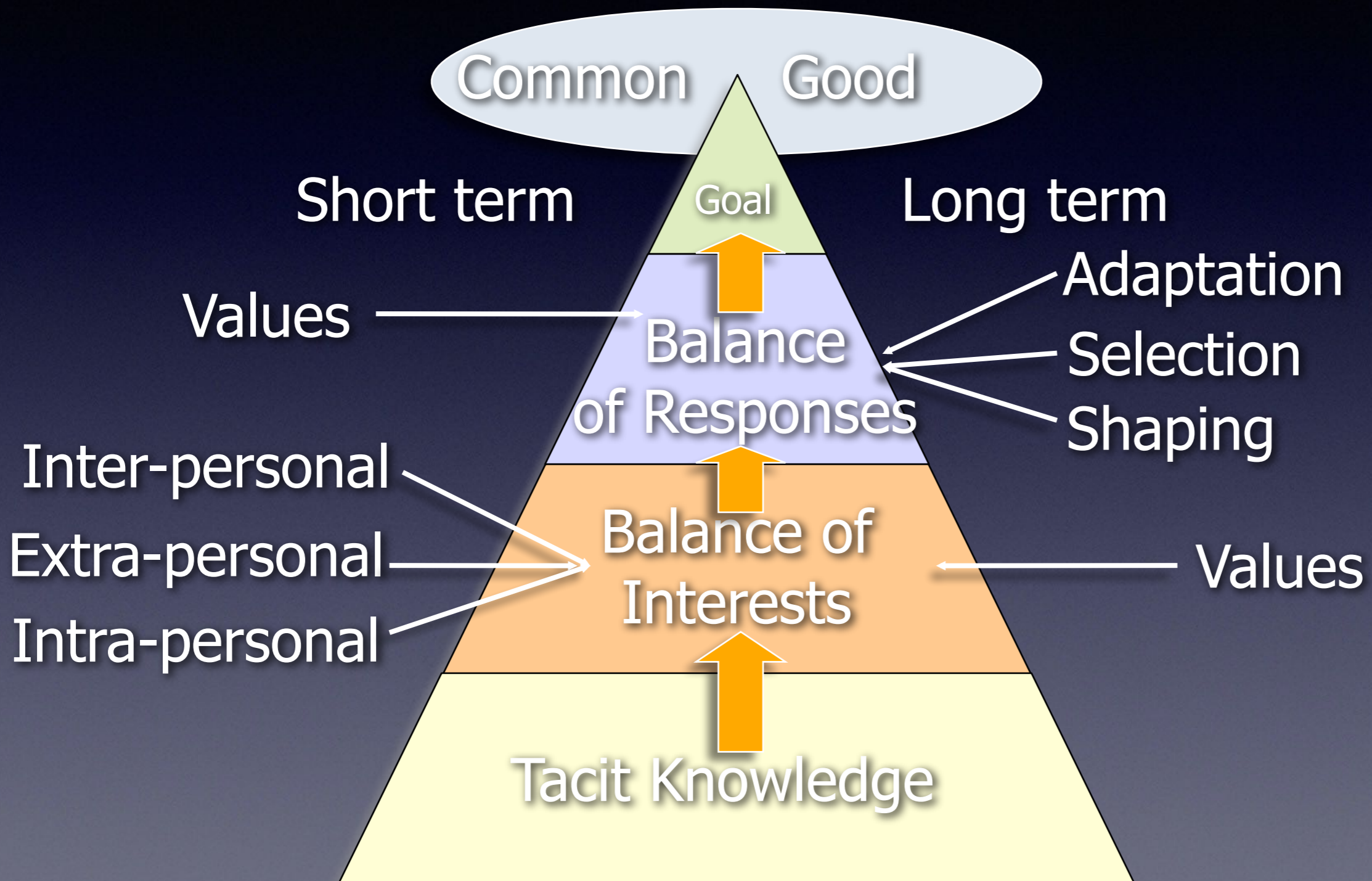
Wisdom as Situational

“A decision to use one’s intelligence, creativity and experience for a common good”

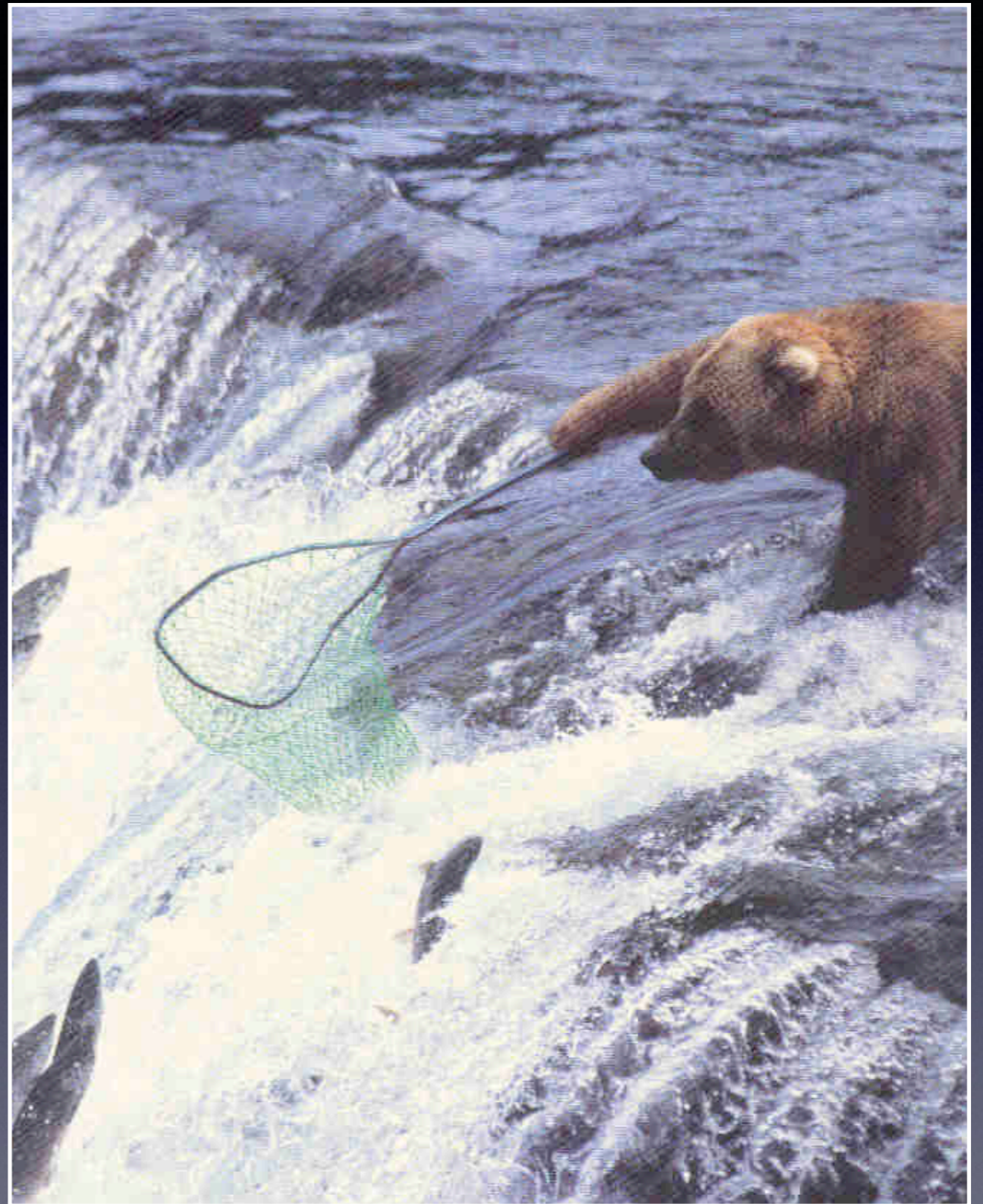


A balance theory of wisdom

(Sternberg, 1998)

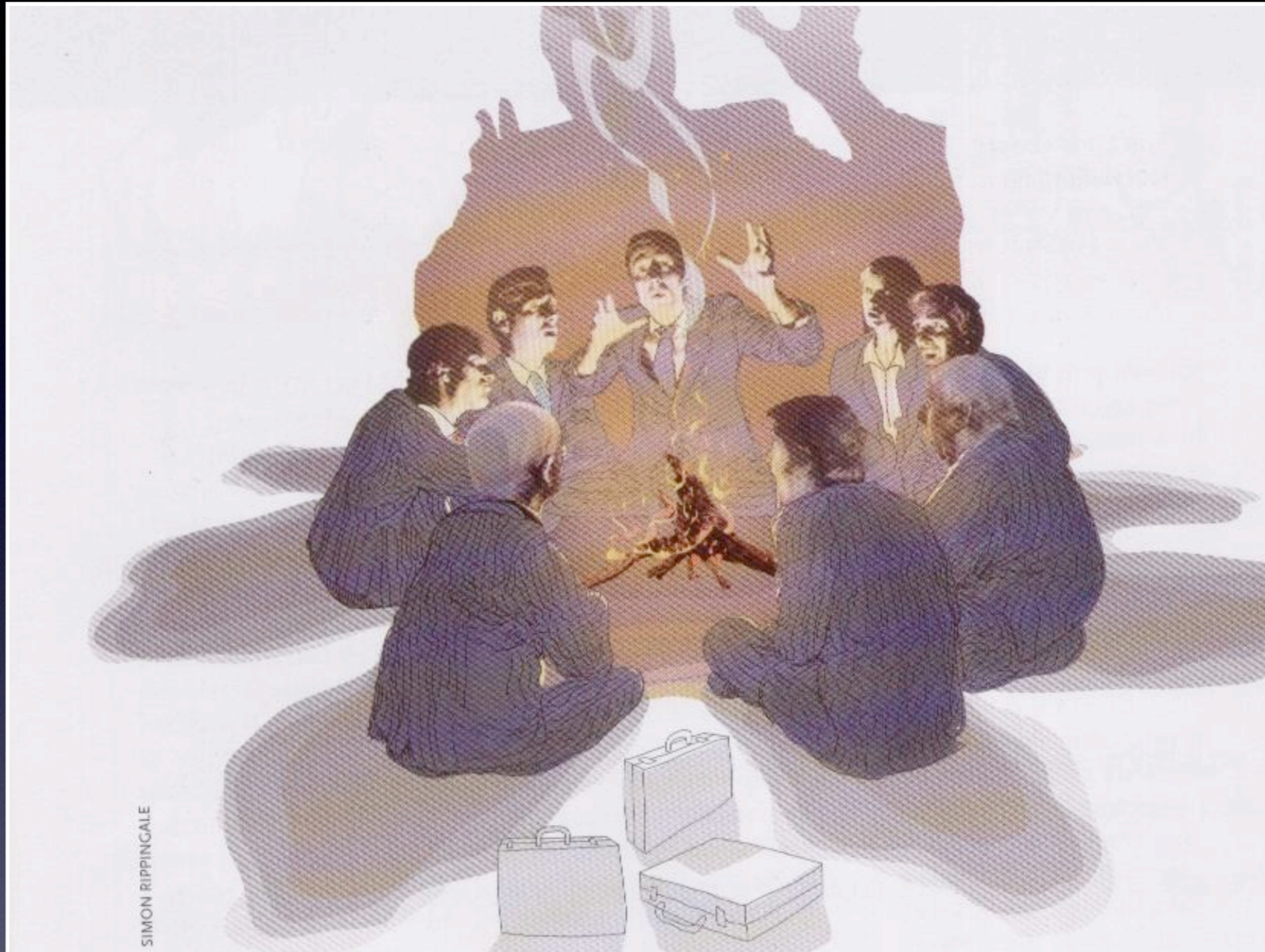


Ways of Enhancing Wisdom Performance





Life experience



Teaching: a wisdom curriculum



Mentor/imaginary dialogue



“The philosopher’s dream”

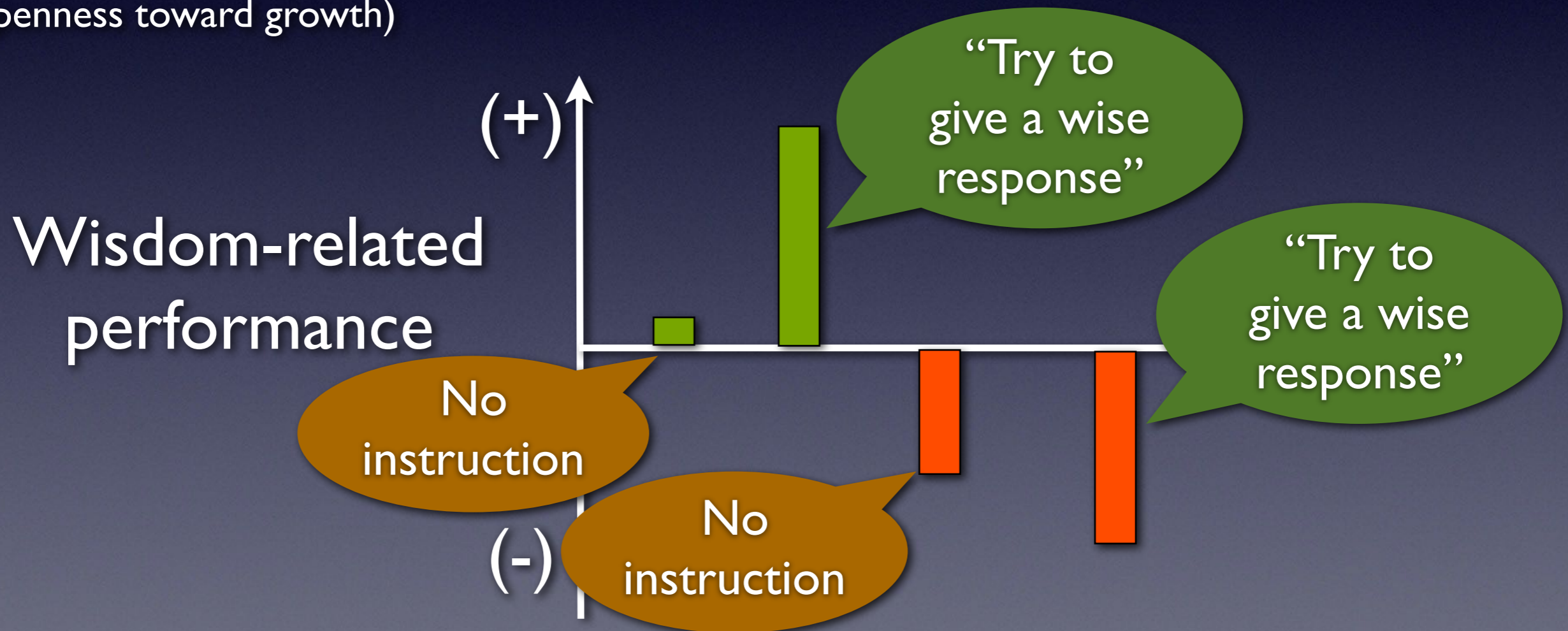
Activating wisdom resources

(Glück & Baltes, 2006)

Resources

1. Fluid & Crystallized Intelligence
2. Life Experience
3. Personality-interface factor (self-regulation & openness toward growth)

- High on all 3 Resources
- Low on all 3 Resources





What's the difference between a wise decision and a *foolish one*?





“What do you *wish* for?”

Column I



“What are the *costs* and *benefits*?”

Column 2



“What does your *heart* tell you?”

Column 3



“What are you *afraid* of?”

Column 4



“What’s the *wisest* thing to do?”

Column 5



“What personal *challenge* must you overcome?”

Column 6

“There’s no place
like home!”



“Coaching for Wisdom”

Peter Webb (2008)



DAVID B. DRAKE
DIANE BRENNAN
KIM GØRTZ

THE PHILOSOPHY AND PRACTICE OF COACHING

Insights and issues for a new era