

Kari Zee Coaching, LLC

FREQUENTLY ASKED QUESTIONS

Answered



Purpose

The purpose of this document is to answer your most pressing questions about me and why I do what I do.

1. Why did I become a coach?

From the moment I switched roles from an individual contributor to a supervisory position, I fell in love with coaching my employees and watching them grow and develop, personally and professionally. I'm also excellent at making things happen.

2. Why did I start my own coaching business?

As much as I loved coaching my colleagues, I wanted to have a greater impact than I could have within the walls of my organization. I wanted to be a change agent in shifting the demographic of Fortune 500 CEO's to include more diversity, and I knew I needed to expand my reach.

3. Why burnout?

My entire life I've been labeled an overachiever, high-potential, and curve-ruiner. Though my drive and determination got me to where I wanted to go, I eventually burned out from pushing myself. When I started my journey to a more sustainable lifestyle, I discovered a connection between my burnout and my position as the "token" in most of the rooms I walked into. It's been seven years since I changed my approach, and I haven't again reached a point of burnout. Nope, not even during the pandemic of 2020*.

*2020, 2021, 2022...

4. Why imposter syndrome?

In my leadership roles, I often heard the employees I felt would make the best leaders say "I'm not ready" or "I don't have enough experience" and, sometimes, "I have imposter syndrome." This led me to study imposter syndrome more and I discovered it's deeper than simply feeling like a fraud. I eventually learned that imposter syndrome played a role in creating my own burnout. Now, I teach others to overcome their imposter syndrome so they can prevent burnout while changing the landscape of leadership.

5. Why Diversity, Equity, and Inclusion Leaders?

Leaders working in DEI are often building from the ground up, especially inside of existing and long-standing organizations. Like me, they are passionate about the work they do and are willing to take on challenges that others would back down from. I couldn't think of a group of people who need a strong support system more than this group. I've also done my share of starting entirely new departments from scratch - four in four years, plus overhauling existing departments and adding services.

6. Am I a DEI Expert?

No. I am passionate about creating a more diverse, equitable, and inclusive social system, but I do not claim to be an expert in this field. I am, however, an expert at preventing burnout and overcoming imposter syndrome. I've been using my own system for more than half a decade and it hasn't let me down yet.

7. Why me?

I am an expert problem-solver. I know systems and processes, and I can see efficiency gains that others miss. I'm an action-taker and change-maker. People are often surprised at how I manage to accomplish so much. My experience working in corporate America has taught me about the specific challenges that leaders in this space

face when it comes to organizational change. I also spent the better part of a decade working as the "token" in this space, so I can empathize with the challenges that come from being in that position.