

The Global Rare Impact Coaching Theory (GRIC) and the Rare Inner Code Discovery Protocol (RICDP-C): A Practice Architecture for Inner-Driven Coaching and Ethical Leadership in the Age of AI

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Received: 📅 2026 Mar 11

Accepted: 📅 2026 Apr 01

Published: 📅 2026 Apr 25

Abstract

This conceptual and methodological article introduces the Global Rare Impact Coaching Theory (GRIC) and formalizes the Rare Inner Code Discovery Protocol (RICDP-C) as a structured, inner-driven coaching architecture. GRIC emerges as a practice-oriented extension of the Global Rare Impact Theory (GRIT), which positions Inner Rare Authenticity and the Rare Inner Code (RIC) as ethical infrastructure for leadership, organizations, and AI-intensive societies. While GRIT provides the philosophical and ethical foundation for self-driven impact, GRIC addresses a practical question: How can coaching reliably help individuals discover, stabilize, and enact their Rare Inner Code across real-world decisions, relationships, professional life, societal contexts, and value-creation processes? The Rare Inner Code Discovery Protocol (RICDP-C) translates this inquiry into a systematic coaching protocol comprising: (1) an informed consent and “landing” phase, (2) a pre-session reflective and meditative intake, (3) a 90-minute coaching session structured around the R.A.R.E® model (Real-Authentic-Relevant-Evolving), (4) a personalized conceptual report and 30-day alignment map, and (5) optional follow-up. The protocol regards coaching not as therapy or performance optimization, but as an integral component of the inner ethical infrastructure of leadership within the context of the smart/AI era. This article (a) situates GRIC within the extant literature on coaching, authentic leadership, and AI ethics; (b) elucidates the conceptual foundations of GRIT, including the Rare Inner Code and Rare Inner Authenticity Intelligence (RIAI); (c) details RICDP-C as a researchable practice architecture; and (d) proposes avenues for empirical research on how GRIC-informed coaching may influence self-alignment, ethical awareness, AI governance, and meaning-driven impact. Overall, the contribution aims to redefine coaching as a civilization-relevant, inner-architectural practice rather than a peripheral personal development tool.

Keywords: Global Rare Impact Theory, Global Rare Impact Coaching Theory, Rare Inner Code, Inner Rare Authenticity, Rare Inner Authenticity Intelligence, Executive Coaching; Authentic Leadership, AI Governance, Ethical Infrastructure

1. Introduction

Coaching has become a central instrument in leadership development, executive education, and organizational change. Research has documented that coaching can yield benefits in areas such as work performance, goal attainment, resilience, and well-being [1]. Meta-analytic evidence suggests that coaching interventions are associated with improvements in performance and skills, well-being and coping, work attitudes, and self-regulation, thereby consolidating coaching's value in organizations and leadership development programs. However, much of contemporary coaching practice remains anchored in a narrow logic of solving performance problems, closing skill gaps, and improving short-term productivity. At the same time, leaders are facing technological acceleration, pervasive uncertainty, and a deepening crisis of meaning and ethics. Data flows faster than human reflection; algorithmic

recommendations often shape choices before decision-makers can apply their own judgment; and quantitative performance signals compete with more profound questions of purpose and responsibility. In parallel, many leaders and professionals report an inner tension: between outer success and inner emptiness, ethical erosion under pressure, or a sense of living by scripts that are not truly their own.

The existing literature on authentic leadership, ethical leadership, coaching, mindfulness, and AI ethics each addresses fragments of these challenges. They highlight, for example, the importance of self-awareness, integrity, stakeholder inclusion, and oversight mechanisms. However, they often leave under-theorized a crucial link: how the inner architecture of a person's authenticity becomes (or fails to become) an ethical infrastructure for the systems they shape, especially in an era increasingly organized by

artificial intelligence (AI).

The Global Rare Impact Theory (GRIT) was developed to address this gap and the broader civilizational crisis of meaning [2,3]. GRIT contends that sustainable ethics and meaningful impact cannot be secured solely through rules, incentives, or compliance mechanisms; instead, they necessitate the awakening and stabilization of what the theory designates as the Rare Inner Code (RIC) - a person's distinctive configuration of awareness, values, wounds, and potential contributions, and the fostering of Inner Rare Authenticity as an intrinsic foundation for life, leadership, and systems design. In other words, GRIT reframes authenticity from a private trait into a structural property of socio-technical systems, proposing that when the inner codes of key decision-makers remain fragmented or misaligned, organizations become prone to ethical drift and superficial values; conversely, when Inner Rare Authenticity is cultivated and linked to practice, it can function as an underlying channel through which perception, power, and responsibility flow in healthy ways.

This article extends GRIT's theoretical foundation into the domain of coaching. It introduces the Global Rare Impact Coaching Theory (GRIC) as a coaching-specific practice architecture. It formalizes the Rare Inner Code Discovery Protocol - Coaching Edition (RICDP-C) as a structured method to help individuals discover, name, and begin living from their Rare Inner Code. From this perspective, coaching is reframed not primarily as a performance tool but as part of the ethical infrastructure of leadership - a deliberate way to cultivate inner coherence in a world where artificial intelligence can rapidly amplify both wisdom and fragmentation. By situating coaching at the intersection of personal authenticity and societal impact, GRIC aims to position coaching as inner architecture for the AI era.

This article unfolds in several interlinked sections. Section 2 presents a contextual literature review that situates coaching within contemporary discussions of authentic leadership and AI ethics, with particular attention to the rationale for a value-guided, self-directed perspective. Section 3 elaborates on the conceptual foundations of the Global Rare Impact Theory (GRIT), including its core architectures (R.A.R.E® and I.M.P.A.C.T®) and the construct of Rare Inner Authenticity Intelligence (RIAI). Section 4 sets out the methodological practice architecture, presenting the Global Rare Impact Coaching Theory (GRIC) and the design of the Rare Inner Code Discovery Protocol - Coaching Edition RICDP-C. Section 5 explores theoretical propositions, practical implications, and limitations, while proposing directions for future empirical research to test and refine the GRIC approach. Section 6 concludes by highlighting the importance of inner-driven coaching as a foundation for ethical leadership in the age of AI.

2. Theoretical Background

2.1 Coaching, Performance, and Meaning in the Age of AI

Over the last roughly three decades, coaching has shifted

from a relatively marginal, specialist intervention to a widely embedded component of leadership and organizational development. Empirical syntheses and meta-analytic work indicate that coaching is associated with

improvements across multiple outcome domains, including work performance, goal attainment, resilience, and psychological well-being [1]. Taken together, these findings suggest that coaching can positively influence performance and skills, well-being and coping, work-related attitudes, and self-regulation, thereby consolidating its status as a legitimate and valued practice within contemporary organizations.

At the same time, a large proportion of coaching engagements still operate at a relatively surface level-focusing on clarifying objectives, refining competencies, or adjusting observable behaviors, without systematically engaging more profound questions of meaning, purpose, and ethics. In an era of accelerating technological change, particularly the expansion of artificial intelligence systems that can rapidly scale the consequences of human decisions, such a limited focus is increasingly insufficient. Critical questions emerge for both coaching and leadership: From which inner ground does the leader's agency arise? To what extent is there coherence between a person's professed values and the real-world impact of their choices? Moreover, what happens when AI systems encode, magnify, and propagate decisions that originate from a fragmented or unexamined inner architecture? These questions situate coaching at the intersection of performance, ethics, and concerns at the level of civilization.

In response, an emerging strand of practice and scholarship argues that coaching can move beyond performance optimization to become a vehicle for inner development in the service of outer impact. Approaches often described as awareness-based or identity-focused coaching aim not only to support goal clarification but also to help individuals articulate their values, personal narratives, and sense of purpose. This orientation resonates with calls for "whole-person" leadership development as a counterweight to the speed, data-intensity, and instrumental pressures of modern organizational life. However, conceptual models that explicitly connect such inner work to ethical outcomes and organizational conduct remain under-specified. The Global Rare Impact Coaching Theory (GRIC) is proposed to address this gap by explicitly linking inner authenticity to ethical leadership and AI governance through a structured, GRIT-informed coaching architecture.

2.2 Authentic Leadership as Ethical Infrastructure

Research on authentic and ethical leadership has emphasized qualities such as self-awareness, relational transparency, an internalized moral perspective, and balanced processing as essential for effective and ethical leadership. In a widely recognized contribution, conceptualize authentic leadership as encompassing four dimensions: self-awareness, relational transparency, an internalized moral perspective,

and balanced information processing [4]. This work has helped redirect attention to leaders' inner characteristics and their influence on behavior and relationships. Personal authenticity, when combined with integrity and consistency, correlates with increased trust, engagement, and ethical conduct within organizations.

Nevertheless, much of the existing literature regards authenticity as an individual trait or style, primarily as a leader's trait in isolation. Conversely, the concepts of GRIT and GRIC propose a more structural perspective: Inner Rare Authenticity can operate as a component of an organization's infrastructure. When the internal codes of leaders and key decision-makers remain unexamined or fragmented, the organization becomes more susceptible to ethical drift, mission creep, and discrepancies between espoused values and actual practices. In contrast, when leaders possess a profound understanding of and commitment to their Rare Inner Code, their authenticity can influence organizational culture, decision-making processes, and even the design of technology and policy. In this manner, authenticity evolves from being merely a personal virtue to an integral element of ethical infrastructure—a foundational network of values and awareness that informs collective norms and choices.

This perspective builds upon and expands authentic leadership theory. It suggests that truly authentic leadership is a systemic attribute: it manifests when organizations intentionally foster conditions that enable individuals to align their roles and actions with their authentic core, their RIC. Accordingly, GRIC seeks to establish a pragmatic framework to operationalize this concept: coaching serves as a conduit that connects personal authenticity with organizational ethics. Instead of focusing exclusively on a leader's external behaviors or charisma, the focus is on aligning internal principles with external influence in a consistent, reproducible manner.

2.3 AI Ethics, Human Oversight, and Inner Agency

In parallel, the rapid advancement of AI has sparked extensive discourse on AI ethics and governance. Frameworks and guidelines worldwide have called for principles such as fairness, accountability, transparency, and human oversight of AI systems. For instance, the Ethics Guidelines for Trustworthy AI issued by the European Commission's High-Level Expert Group on Artificial Intelligence emphasize that AI should remain subject to meaningful human agency and oversight, which can be achieved through mechanisms such as human-in-the-loop approaches [6]. The main idea is that human values and judgments must guide the design and deployment of automated systems.

A critical question, however, is often overlooked: What is the quality of the human agency overseeing this? Even with ethical guidelines, if the humans-in-the-loop lack self-awareness, moral awareness, or courage, oversight can become a checkbox exercise or even a symbolic "fig leaf" covering ethical blind spots. Without an explicit inner basis for agency, individuals may drift toward becoming mere

subsystems of the technologies they manage, outsourcing not only decisions but also ethical discernment and self-understanding. In high-pressure, high-velocity contexts, leaders might unconsciously defer to algorithms and institutional routines, especially if they themselves lack a strong inner compass.

GRIT addresses this by introducing Rare Inner Authenticity Intelligence (RIAI) as a distinct form of human capacity for the AI era [2]. RIAI posits that awakened inner authenticity can serve as an "inner navigation system" guiding the use and governance of AI. AI may excel at processing information and optimizing given metrics, but it cannot generate meaning, presence, or an inner sense of direction. Those uniquely human qualities must come from cultivated awareness—essentially, from RIAI. Leaders with high RIAI are less likely to become passive extensions of technology and more likely to harness AI in alignment with deep values and long-term flourishing. In summary, the literature and context indicate the need for an approach that integrates coaching (personal development), authentic leadership (ethical character), and AI governance (oversight). The Global Rare Impact Theory offers an integrated framework to do so, and the coaching theory (GRIC) derived from it seeks to operationalise that integration in practice.

3. Conceptual Foundations: The Global Rare Impact Theory (GRIT)

GRIT is a transdisciplinary theory that conceptualizes each person's life and work as organized around a Rare Inner Code (RIC). The RIC is defined as a living configuration of key inner elements, including: (a) awareness and presence, (b) non-negotiable values, (c) deep sensitivities or fields of concern, (d) recurring patterns of responsibility and contribution, and (e) the significant wounds and developmental thresholds that shape how a person carries their life mission [3]. In essence, the RIC is like an inner fingerprint—a unique blueprint of what one is authentically here to express and contribute. GRIT asserts that this inner code exists in everyone (whether consciously or unconsciously) and that awakening it is key to ethically significant action.

Inner Rare Authenticity describes the process by which the RIC gradually becomes recognized, honored, and stabilized in a person's life. Rather than treating authenticity as a fleeting feeling or a personality trait, GRIT frames it as a structural inner architecture—something that can be intentionally cultivated to serve as an ethical and practical infrastructure for leadership, organizations, and even AI systems. In other words, Inner Rare Authenticity is present when a person consistently lives from their Rare Inner Code, providing a stable core of values and awareness that informs their decisions.

➤ Two Interlinked Frameworks within GRIT Capture the Journey of Activating the RIC and Translating it into Impact:

- **R.A.R.E® (Real - Authentic - Relevant - Evolving):**

an inner developmental architecture describing how individuals awaken and develop authenticity. Real refers to facing reality with honesty, ontological self-honesty about one's thoughts, emotions, and defences. Authentic refers to alignment with one's inner truth, closing the gap between who one is and how one acts. Relevant infuses authenticity with a social-ethical dimension, asking how one's uniqueness meets real needs in the world. Evolving treats authenticity as an ongoing, dynamic process of growth, learning from failures, updating one's narrative, and continually becoming more fully oneself. The R.A.R.E. model thus invites a person to become more honest, aligned, contribution-oriented, and growth-minded in their inner life.

• **I.M.P.A.C.T® (Integration - Meaning - Purpose - Action - Co-Creation - Transformation):** An outer developmental architecture that traces how inner awareness is translated into outward impact. It describes a sequence: inner integration of awareness leads to a sense of meaning, which clarifies purpose; that purpose drives action; action happens collaboratively through Co-Creation with others; and collective Action yields learning and the transformation of systems. The I.M.P.A.C.T. model depicts the pathway from inner clarity to observable behavior, organizational culture, and systemic change, thereby connecting micro (personal insight) to macro (change in organizations and society) in a stepwise manner.

These two models are not discrete theories; instead, they represent two perspectives on a single developmental trajectory: the transition from inner awakening (R.A.R.E.) to outer transformation (I.M.P.A.C.T.). Collectively, they contextualize coaching and leadership development as an enduring process that connects the inner and outer domains, rather than as a sporadic skill enhancement activity. Within GRIT, they delineate what has been characterized as a "developmental axis that is only rarely articulated in the coaching literature." Coaching is regarded not merely as a performance tool but as "a disciplined pathway for awakening the Rare Inner Code and translating that awakening into tangible, sustained impact" [3]. Alongside these frameworks, GRIT introduces the construct of Rare

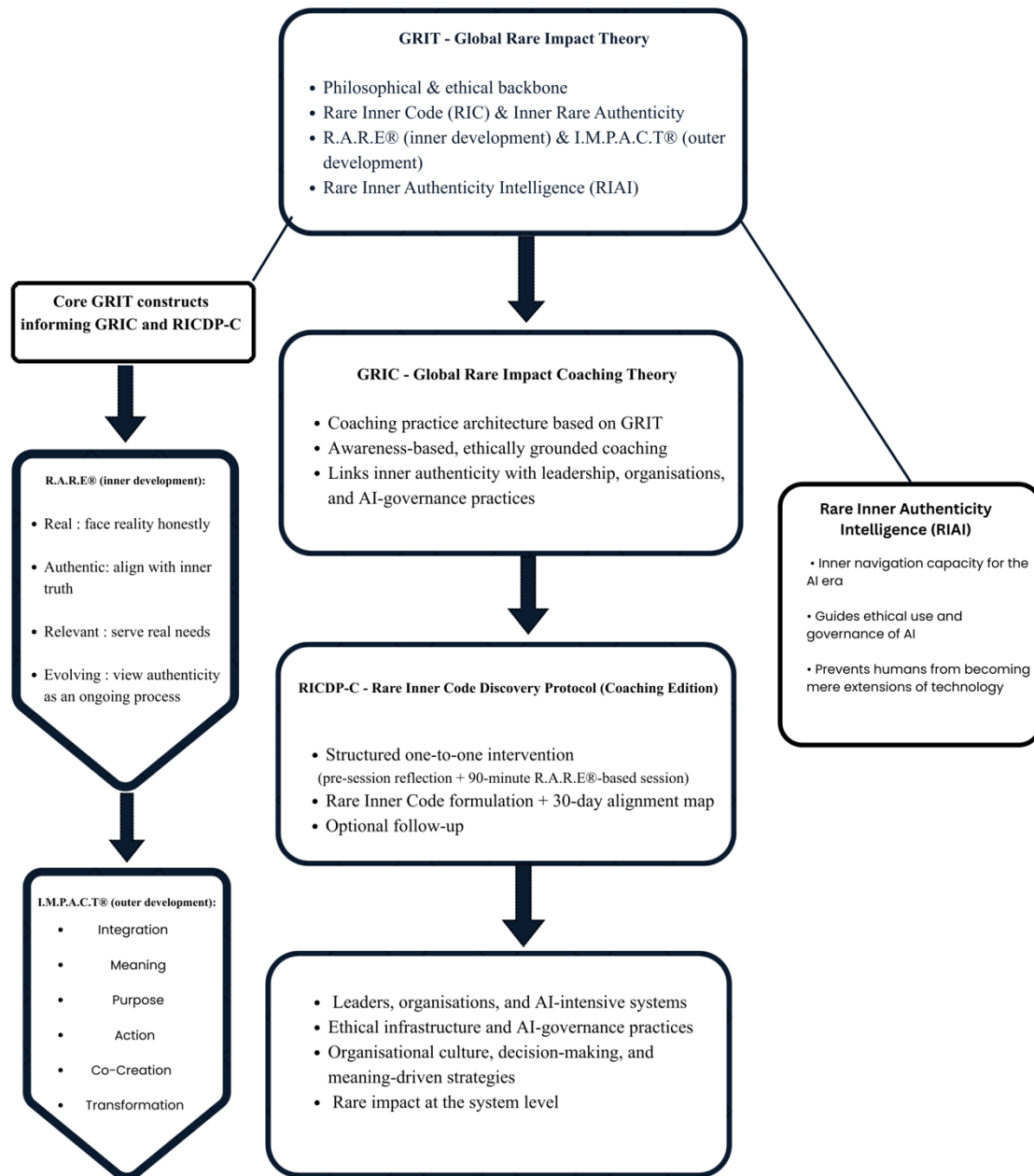
Inner Authenticity Intelligence (RIAI). RIAI is defined as "the human capacity emerging from one's Inner Rare Authenticity, a unique configuration of awareness, values, and purpose, to consciously guide the use of artificial intelligence, data, and technological systems in value-aligned, ethically responsible ways" [2]. In simpler terms, RIAI is the form of practical wisdom or discernment that arises when a person is deeply rooted in their RIC and inner authenticity.

It enables individuals to navigate complex technological environments without losing their moral compass. While artificial intelligence processes information, RIAI provides orientation: AI can optimise means to an end, but RIAI helps define which ends are worth pursuing and which past patterns should be continued or changed. In this sense, RIAI acts as an inner ethical–existential navigation system that prevents people and institutions from becoming mere extensions of their tools. To summarise, GRIT provides a comprehensive foundation: it identifies the Rare Inner Code as the core of human authenticity; outlines how that authenticity is developed (R.A.R.E.) and expressed in impact (I.M.P.A.C.T.); and names the special importance of authenticity in the AI era (RIAI). Global Rare Impact Coaching Theory (GRIC) builds directly on this foundation, translating it into a coaching framework that practitioners can apply.

4. Methodology: From GRIT to GRIC and the RICDP-C

4.1 Global Rare Impact Coaching Theory (GRIC)

While GRIT provides the conceptual and ethical foundation, the Global Rare Impact Coaching Theory (GRIC) translates this foundation into a reproducible practice framework for coaching. GRIC inquires how a coach can dependably assist an individual in progressing through the inner development arc (R.A.R.E.) in a manner that results in external impact (I.M.P.A.C.T.) and the enhancement of RIAI. Essentially, GRIC concerns the design of coaching as an internal infrastructure for both individuals and organizations. Figure 1 presents an overview of the conceptual relationships among the Global Rare Impact Theory (GRIT), the Global Rare Impact Coaching Theory (GRIC), and the Rare Inner Code. Discovery Protocol (RICDP-C), with RIAI positioned as a connecting construct for ethical leadership within AI-intensive environments.



Nader Bagherzadeh – Originator of The Global Rare Impact Theory (GRIT) and Global Rare Impact Coaching Theory (GRIC)

Figure 1: Conceptual Relationship between Grit, Gric, and the Ricdp-C Coaching Protocol

➤ **The GRIC Framework is Built upon Several Fundamental Assumptions:**

1. Rare Inner Code: Each individual possesses a Unique Inner Code, which may be unconscious or fragmented. Nonetheless, it remains a potential source of meaning and direction in an individual's life.

2. Coaching as Ethical Infrastructure: When coaching is designed to discover the Rare Inner Code and to foster Inner Rare Authenticity, it serves as an ethical framework. This approach ensures that leadership development emphasizes inner alignment over mere skill acquisition, thereby integrating ethics and authenticity into organizational

practices.

3. Connection Between Inner Development and Outer Change: Sustainable behavioral or organizational change necessitates transformations in inner perceptions and values. Similarly, inner awakenings, such as the realization of one's purpose, naturally seek expression through concrete actions in the world. Consequently, effective coaching should deliberately connect inner insights with outward commitments.

4. Authenticity from Personal to Systemic Levels: Enhancing an individual's authenticity, or alignment with

their Rare Inner Code, can yield positive ripple effects within their team, organization, or community. Coaches should remain cognizant of these broader implications, framing individual growth as a meaningful contribution to a larger ethical system.

Based on the outlined assumptions, the GRIC coaching approach is defined as a methodology that seeks to awaken and stabilize an individual's Rare Inner Code (RIC). This process aims to ensure that their decisions, leadership, and overall impact are coherently aligned with their Inner Rare Authenticity, particularly in AI-intensive, globally interdependent environments [3]. This definition indicates that GRIC is both internally focused, emphasizing awareness, coherence, and presence, and system-aware, taking into consideration the influence of AI, technology, and the broader civilizational context.

In practice, GRIC delineates a coaching process aligned with the principles of GRIT. Four key "movements" within a GRIC-informed coaching engagement are articulated, forming the acronym R.I.C.E. for ease of reference.

- **Remembering - Recognizing the Code:** The coach facilitates the client's exploration of formative life experiences, including core narratives, pivotal moments, heartfelt passions, and enduring wounds. These stories are instrumental in illuminating the contours of the Rare Inner Code, the underlying essence of an individual's identity and purpose.

- **Re-aligning - Inner Coherence:** This stage involves a thorough examination of the misalignments between the client's current roles, choices, or behaviors and their newly defined inner code. An honest assessment is conducted to identify gaps between "who I am" and "how I am living/leading," with the goal of pinpointing areas that need realignment to ensure harmony between inner truth and outer life.

- **Re-integrating - From Insight to Design:** Insights drawn from the previous movements are synthesized into a cohesive narrative alongside actionable intentions. The client integrates their Rare Inner Code into a framework of meaning and purpose while designing initial changes, such as decisions, boundaries, projects, and dialogues, that will more closely align their life with their authenticity. The I.M.P.A.C.T. model proves valuable in connecting individual insights to broader societal effects.

- **Re-imprinting - Rare Impact in Systems:** In this final movement, the coach assists the client in implanting their authenticity within their environment. This may include initiating modifications within their organization (e.g., policies, culture) or relationships that reflect the essence of their Rare Inner Code. This stage typically involves longer-term efforts and may extend beyond a single coaching engagement, as the coaching process catalyzes initial experiments and commitments.

The role of GRIC is to provide a structured framework for these movements, ensuring that the coaching process is systematic and suitable for research. By formalizing deep authenticity work into a replicable sequence, GRIC offers a shared lexicon and methodology for self-driven development.

Importantly, GRIC does not oppose other coaching models; rather, it serves as a synthesis that prioritizes awareness and authenticity as essential outcomes in coaching. Within a GRIC framework, the success of a coaching engagement is evaluated not only by external goal achievement but also by the client's enhanced understanding of their RIC and increased Rare Inner Authenticity Intelligence. This includes making more ethically informed decisions in an AI-mediated context. Such an approach expands the evaluative criteria for coaching to encompass outcomes related to inner infrastructure, representing a significant advancement for coaching research and practice.

4.2 The Rare Inner Code Discovery Protocol (RICDP-C: Purpose and Design

To operationalize GRIC effectively, the Rare Inner Code Discovery Protocol (RICDP-C) has been developed as a concrete methodology. RICDP-C is structured as a one-on-one coaching intervention designed primarily to facilitate the first three movements of GRIC (Remembering, Re-aligning, Re-integrating) and to provide a pathway to the fourth movement (Re-imprinting). It often serves as an initial entry point into the GRIC approach. This focused, in-depth micro-intervention may stand on its own or be seamlessly integrated into a broader coaching program or leadership development initiative.

The core objective of the RICDP-C is to assist participants in articulating an initial formulation of their Rare Inner Code and translating it into a short-term action plan within a defined timeframe (typically a 90-minute main session). Four fundamental principles guide the design:

1. **Awareness-Based, not Advice-Based:** The coach does not provide direct answers or prescriptive guidance; rather, the focus is on facilitating profound self-discovery and insight for the client through reflective questioning and mindfulness practices, instead of consulting or mentoring.

2. **Structured, Yet Phenomenologically Open:** While a precise flow and sequence of steps are maintained, the content generated is derived from the participant's lived experiences and personal perspectives, ensuring that specific themes are addressed without imposing predetermined conclusions.

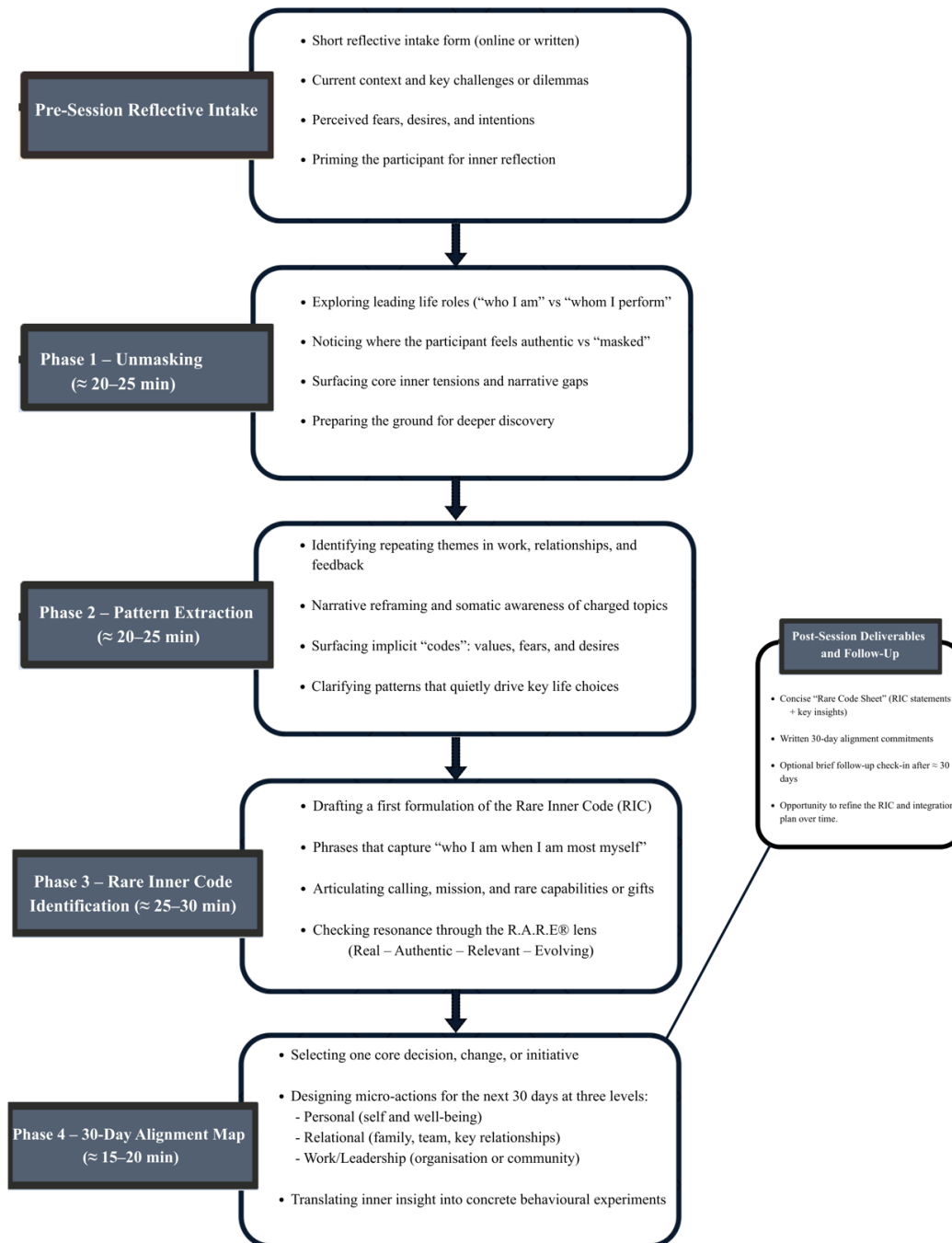
3. **Deep, Yet Bounded:** The session is designed to achieve a genuine depth, addressing core values, wounds, and purpose while respecting cognitive and emotional boundaries. It is time-constrained, preventing the process from evolving into an open-ended therapeutic engagement.

4. **Explicitly Anchored in GRIT:** The terminology and

concepts drawn from GRIT (e.g., R.A.R.E., I.M.P.A.C.T., RIC, RIAI) are utilized as scaffolding throughout the process, providing a conceptual framework to support the coaching experience.

In summary, RICDP-C establishes a structured yet flexible

approach that aligns with GRIC principles, promoting authentic self-discovery and actionable insights for participants. The Rare Inner Code Discovery Protocol (RICDP-C) generally proceeds through multiple stages, outlined by preliminary and concluding procedures (see Figure 2).



Guiding Principles of RICDP-C

Awareness-based (not advice-based) · Structured yet phenomenologically open · Deep yet bounded in time and scope · Explicitly anchored in GRIT (R.A.R.E.®, I.M.P.A.C.T.®, RIC, RIAI)

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Figure 2: Process Architecture of the Rare Inner Code Discovery Protocol (RICDP-C): Pre-Session Reflective Intake, Core Coaching Phases, and Post-Session Deliverables and Follow-up.

1. Initial Intake (Pre-Session): Prior to the live coaching session, the participant completes a reflective intake form that addresses their current circumstances, significant challenges or dilemmas, perceived fears, aspirations, and intentions. This process facilitates introspection for the participant and supplies the coach with qualitative data to recognize potential patterns and themes, without establishing fixed diagnoses.

2. Phase 1 – Unmasking (≈ 20–25 Minutes): The live session begins with a guided dialogue that explores the leading roles the participant assumes in life (professional, personal, social, etc.) and the gap between “who I am” and “whom I perform as.” The coach invites reflection on where the participant feels most genuine and where they feel as if they are wearing a mask. The objective is to penetrate beyond the superficial narrative and identify fundamental conflicts within the participant’s account, thereby laying the groundwork for more in-depth exploration.

3. Phase 2 – Pattern Extraction (Approximately 20 To 25 Minutes): The coach and participant collaboratively identify recurring patterns in the participant’s life and behavior. This process may encompass recurring themes related to career transitions, relationship dynamics, feedback, or personal challenges. Techniques employed include narrative reframing, somatic awareness, and reflective mirroring. The objective is to identify implicit “codes”, encompassing the fundamental values, apprehensions, and aspirations that have discreetly shaped the participant’s decision-making processes.

4. Phase 3 – Rare Inner Code Identification (≈ 25–30 Minutes): Drawing on insights from earlier phases, the participant, with coaching support, articulates a first draft of their Rare Inner Code. This often takes the form of a few short statements that capture “who I am when I am most myself,” the calling or mission they sense, and their unique capabilities or gifts. The R.A.R.E® model is referenced to ensure that the code addresses honesty, authenticity, relevance, and evolution.

5. Phase 4 – 30-Day Alignment Map (Approximately 15–20 Minutes): Once a provisional RIC has been defined, the final phase operationalizes it. The participant identifies a single core decision, change, or initiative that appears most critical in light of their Rare Inner Code and designs a concise set of micro-actions over the subsequent 30 days across three levels: personal (self and well-being), relational (family, team, key relationships), and work/leadership (organization or community). The output of this phase is an Alignment Map that delineates focus areas and actions for the upcoming month.

6. Post-Session Deliverables (Follow-Up): Within a few days following the session, the participant will receive a succinct “Rare Code Sheet” which includes their articulated Rare Inner Code, a summary of key insights, and the 30-day alignment commitments. This may be supplemented

with a brief written or audio reflection from the coach. After approximately 30 days, a follow-up check-in may be scheduled to assess progress, address any challenges, and delineate subsequent steps.

4.3 Target Audience, Context and Domain of Application

The RICDP-C protocol has been applied primarily to adults in leadership or change-making roles—for example, founders, senior executives, professionals navigating significant career or life transitions, and individuals seeking greater inner authenticity and more profound ethical coherence in their work and lives. Its application in coaching and development settings is intentionally designed to be usable and locally adapted across diverse professional and cultural environments, with parallel language versions under development to enable broader international uptake.

The protocol has been deliberately crafted to accommodate cultural differences. Fundamentally, it endeavors to assist individuals in uncovering their unique Rare Inner Code of authenticity. This universal human concept can be expressed across diverse cultural narratives and organizational contexts. Coaches and coaching researchers in other regions of the world can implement the protocol within their own professional contexts and, through systematic feedback and empirical observation, contribute to the ongoing refinement and evolution of this practice architecture.

The domain of application ranges from one-on-one executive coaching and authentic leadership development to workshops in business schools or AI governance training, where inner awareness is crucial. The protocol is flexible enough to be offered as a standalone coaching experience (e.g., as a precursor to a more extended coaching engagement or leadership program) or integrated into organizational development initiatives that foster ethical leadership and the mindful use of technology. By treating coaching as part of an ethical infrastructure, RICDP-C demonstrates that a micro-level intervention (a single coaching session) can be linked to macro-level goals, such as AI ethics and organizational culture.

GRIC and RICDP-C thus form a complementary pair: GRIC provides the “why” and “what” (theoretical rationale and goals), while RICDP-C delivers the “how” (a concrete implementation process). Together, they offer a new lens on coaching, positioning it as a bridge between individual transformation and systemic ethical impact.

5. Discussion

5.1 Theoretical Propositions and Directions for Research

Building on the concepts of GRIT and the GRIC framework, several propositions can be articulated regarding the anticipated impacts of GRIC-informed coaching. These propositions are not yet formal hypotheses but serve as guiding ideas to inform future empirical research.

Proposition 1: Moral Awareness. Leaders participating in the RIC discovery coaching process, RICDP-C, are expected to

demonstrate greater moral awareness and reduced ethical fading in complex decision-making contexts than leaders who have not engaged in inner-code-oriented coaching. The process of uncovering one's RIC is anticipated to foster greater reflection on values and ethical principles within daily decision-making, serving as an internal safeguard against automatic responses or profit-driven decisions.

Proposition 2: AI Governance and RIAI. In contexts characterized by high AI integration, participation in RICDP-C is likely to foster more pronounced manifestations of Rare Inner Authenticity Intelligence (RIAI). This would manifest as more reflective, human-centered approaches to AI governance, risk assessment, and innovation. Leaders are more inclined to question algorithmic outcomes that conflict with their core values and to advocate for AI applications that uphold human dignity and purpose.

Proposition 3: Burnout and Resilience. Individuals who align more closely with their Rare Inner Code may experience reduced existential burnout and increased resilience. When professional roles and decisions are consistent with one's authentic self, this alignment is expected to buffer against stress and alienation. Consequently, GRIC coaching may be associated with improvements in overall well-being, perceived meaning at work, and resilience in the face of adversity.

Proposition 4: Meaning-Driven Impact. Over time, leaders who adopt GRIC principles may shift towards more meaning-driven strategic approaches within their organizations. This transition would be observable in their definitions of success, moving beyond short-term or solely financial metrics to encompass a more integrated perspective on value creation that includes societal and ethical considerations. These propositions invite both qualitative and quantitative investigations. Qualitative case studies could explore the trajectories of leaders who have undergone GRIC coaching, documenting transformations in their narratives and decision-making processes. Controlled or quasi-experimental designs might compare outcomes such as ethical decision-making, team trust, and approaches to innovation between leaders with and without GRIC intervention. Mixed-methods approaches could track participants over time through surveys (e.g., self-alignment, moral attentiveness) and in-depth interviews.

An additional methodological avenue involves auto-ethnographic research conducted by coaches. The originator of GRIC has described applying RICDP-C to themselves as "Case 0" to test and refine the theory. Future coaches or researchers could similarly document their own alignment processes or invite participants to maintain reflective diaries during the 30-day post-coaching period.

5.2 Practical Implications for Coaching and Leadership

5.2.1 If GRIC and RICDP-C Prove to be Effective, they Carry Several Practical Implications

For Coaches. Coaches should consider incorporating inner

code-discovery techniques into their practice, using tools such as deep listening, narrative exploration, and ethical reflection. By exploring RIC, coaches transcend performance-centric goals and serve as facilitators of inner infrastructure development. This approach could differentiate their practice and also require coaches to attend to their own authenticity. For leaders and executives. Leaders might perceive coaching as a component of ongoing ethical development rather than merely remedial or skill-based training. Periodic RIC discovery sessions can serve as internal strategic audits, helping recalibrate one's inner compass. Leaders who embrace Inner Rare Authenticity can exemplify cultures rooted in purpose and integrity. For Organizations. Especially within AI-driven industries, organizations could integrate GRIC-based coaching into their leadership development and governance frameworks, using self-driven coaching as a preventive measure against ethical challenges. RICDP-C sessions could precede major AI initiatives or be incorporated into onboarding processes for key roles. Over time, it may be beneficial for organizations to monitor indicators of inner alignment among leaders alongside traditional KPIs. For Business Schools and Training Programs. Management education can incorporate GRIT and GRIC principles into curricula focused on leadership, business ethics, and AI management. Students could undertake brief RIC discovery exercises and reflect on how their career choices align with their inner code, fostering early awareness of inner architecture. For the Coaching Profession and Standards. Should GRIC gain widespread acceptance, it could influence the competencies and standards associated with coaching. Professional organizations might increasingly emphasize the capacity to operate at the intersection of personal meaning, ethics, and systemic impact, aligning with the broader movement toward conscious leadership and social impact coaching.

5.3 Limitations and Challenges

5.3.1 As a Conceptual and Practical Framework in its Nascent Stages, GRIC and RICDP-C Face Several Limitations and Challenges

Generalization and cultural sensitivity. Concepts such as "inner code" and "authenticity" may carry cultural assumptions. The experience of authenticity varies across different cultural contexts. Initial applications have been in Persian and English-speaking settings; extending to other languages and cultures will require meticulous adaptation and cross-cultural validation. Measurement Challenges. Outcomes such as inner alignment (RIAI) are inherently subjective and challenging to quantify. While psychometric instruments (e.g., questionnaires assessing clarity of one's Rare Inner Code) can be developed, they require refinement. Triangulating self-reports with 360-degree feedback and behavioral indicators is essential to mitigate overreliance on subjective perceptions.

Depth Versus Breadth. RICDP-C is an intensive process focused on a single individual, raising questions about scalability. To broadly influence organizational culture, it may be necessary to complement deep individual work

with group workshops, digital tools, or peer-coaching models. Overreach Risks. GRIC should not be portrayed as a universal remedy. Ethical failures stem from multifaceted factors, including structural issues such as incentives and power dynamics. GRIC should be viewed as one element within a comprehensive ecosystem of ethical governance and leadership development. Despite these limitations, the potential benefits of GRIC warrant continued research and application. It aligns with the growing societal demand for more conscious leadership and the integration of mindfulness and ethics into professional practice. Furthermore, it aligns with emerging concepts of “inner development goals” that complement societal objectives.

6. Conclusion

Contemporary societies are being reorganized by artificial intelligence and digital infrastructures at a pace that often exceeds human reflection. In this context, one of the most crucial leverage points is not a technological breakthrough but the quality of awareness and authenticity among those who design, implement, and oversee these systems. The Global Rare Impact Coaching Theory (GRIC) and the Rare Inner Code Discovery Protocol - Coaching Edition (RICDP-C) address this challenge by advocating coaching as a civilization-relevant practice in the era of artificial intelligence. Instead of framing development solely in terms of incremental performance improvements, they propose that the critical “gap” in leadership exists between an individual’s external role and their inner Rare Authenticity, rooted in their Rare Inner Code (RIC). Narrowing this gap by supporting leaders in acting on their RICs has the potential to generate cascading ethical and cultural effects across organizations and systems.

Within this framework, GRIC and RICDP-C offer more than mere coaching techniques; they establish a structured pathway for discovering, identifying, and beginning to embody one is Rare Inner Code. In doing so, they reposition coaching as part of an ethical infrastructure and, in some contexts, as a form of spiritual infrastructure. In environments saturated with AI and automation, long-term viability is unlikely to depend solely on increasingly sophisticated algorithms. It will also depend on a distinctly human factor: the depth, clarity, and integrity of the internal architectures from which decisions are derived, particularly when such decisions are

mediated or amplified by technology.

From this perspective, GRIC affirms that coaching is not merely a supplementary support service but an intrinsic technology for fostering ethical leadership. It provides a conceptual framework and a methodological scaffold that link the individual pursuit of authenticity with collective efforts to deploy AI and exercise institutional authority in ways that are wiser, more responsible, and more humane. Although the integration of inner development and systemic impact remains in its early stages, the framework presented in this paper suggests a promising trajectory. Over time, enhancing individuals’ inner Rare Impact may become a prerequisite for generating Global Rare Impact within an organization. Consequently, each coaching engagement transcends private intervention to become a site where a life aligns with its unique inner code and where subtle yet substantial shifts in the future direction of shared systems may be initiated. The detailed client-facing materials, scripts, and implementation tools for the Rare Inner Code Discovery Protocol, Coaching Edition RICDP-C fall outside the scope of this conceptual article and are being developed as proprietary practice guidelines within the RAREIMPACTGLOBAL ecosystem.

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