

04 – Engage In Provocative Conversations – Power Up Pursuit of Greatness Game



In game item #04 you will explore an Audio of Thomas Leonard from 2003 where he describes what a Provocative Conversation is AND why it is starting point of great coaching.

- The 3 D's: duh, deep and doubting
- Suggest something more, different or LESS!
- Don't take anything at face value

To **POWER UP**, share your thoughts about the Provocative Conversation you want to have with the folks in your Inner Circle. Also please share your comments, insights or questions about the audio of Thomas.

In challenge 03 about Section #1 of the book you learned about Coaching Proficiency #1: Engages in Provocative Conversations. Now you get to listen to an audio of the founding father of Professional Life coaching talking about it! Awesome!


As you listen, consider these questions...

Is there a theme or idea that you want to explore with everyone in your Inner Circle?

Is there something specific that you want to explore with each person?

What impact could these conversations have on your life right now?

I look forward to reading your thoughts about the Thomas Leonard Audio

	<p>Step 1: Click through to your game card. Look for the Power Up section (Find the Red Button with the Rocket!)</p> <p>Find the ADD VALUE badge. You will see the game card description...</p> <div data-bbox="440 1289 634 1482">  </div> <p>04 ADD VALUE: What is the Provocative Conversation you want to have with the folks in your Inner Circle?</p> <div data-bbox="1214 1369 1268 1423">  </div> <p>Click on the SHARE button in the right column. Share a few thoughts about this question and then add your insights and questions about the Audio of Thomas Leonard.</p> <p>Share a photo if you have one that expresses your thoughts.</p>
	<p>Get your FB friends cheering you on! (optional)</p> <div data-bbox="440 1579 760 1644">  </div> <p>Under the share box you will see the Facebook login button and “Share On Facebook” button. The share on Facebook will contain a link with your CV Partner Code to a page on the CoachVille site about the Pursuit of Greatness game.</p> <p>If you share on Facebook you earn +1 Bonus point in your total score.</p>

{ Next Page... an overview of the Thomas Leonard Audio }

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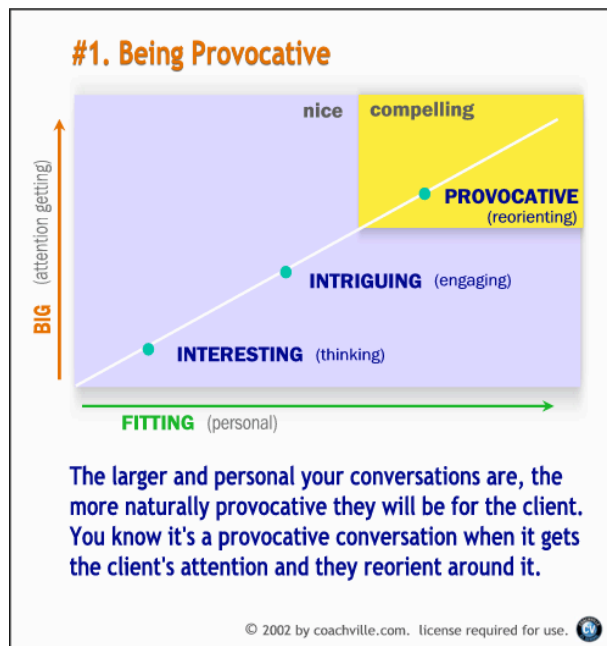
Proficiency #1 Learning Guide: Engages in Provocative Conversations

Provocative Conversations involve the use of the 3 D's: The duh, the deep and the doubting questions. Certified coaches use "duh" questions to determine why there are problems in the players life in the first place. They ask "deep" questions to get to the heart of the story the player is telling. And they ask "doubting" questions to be sure that what the player is saying is really true. The way these questions are negotiated determines the quality of the provocative conversation.

What does engaging in provocative conversations mean and why is it important?

It's more than evocative.
Less than adversarial.
Different from confronting.

How do you use this proficiency with your players?



- **Suggest something more.**

More possibilities. More concepts. More, or a bigger, game. What most players really want is to resolve problems. Certified coaches offer an even bigger game with provocative conversations, of having no problems at all.

- **Suggest something different.**

Offer distinctions, different frameworks, or suggest they make a change. You come from a place where you are quite interested in having players that are without problems, period. That really gets their attention when you offer this option.

- **Suggest something less.**

Suggest an absence of something, eliminate the source of the problem, or decline to work on the focus.

It's important to engage in provocative conversations because players don't want to waste time, energy and money waiting to figure out why they have symptoms or why situations are what they are.

- **Going deep fast**

Your conversations need to get below the surface story and to the real truth of the matter to really have a powerful impact. Certified Coaches go deep fast with provocative questions, without probing and pushing their players as if they were cows being led to pasture.

What are the greater truths about engaging in provocative conversations?

1. We're all waiting for a life-changing, provocative conversation.

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2. Coaching offers a great environment for this.
3. Provocative conversations add long term value.

How will engaging in provocative conversations make you a better coach?

1. Certified Coaches don't take anything at face value.

That's what makes them better coaches. When you don't take things at face value, you can help your player go deeper and actually resolve the underlying dynamic, not just eliminate the symptom.

2. They wonder (with duh questions), they pursue truth (with deepening questions) and they provoke (with doubting questions).

3. The key distinction is provoking vs. evoking.

The certified coach uses questions to get below the surface. Great coaches don't just evoke what the player wants to tell them. They gently provoke what the player may be hiding from themselves.

4. People do hide from things they really want.

A life with no problems at all is quite often wished for, and yet hidden. Engaging in provocative conversations allows coaches to help players achieve/obtain what they really want, not just what they think they want.

What are 12 ways to be more provocative?

Point to a much larger game

Point out a distinction

Introduce a new framework

Point to an 'absence of' state

Introduce a possibility

Ask for a higher standard

Ask for an immediate change

Share a challenging concept

Decline to work on the focus

Ask the obvious question

Be silent

Find out the source of the problem

What are some questions you can use to engage in provocative conversations?

1. What do you think the real truth is here?
2. Are you sure about that? I have a sense that there's something more. Are you sure it's about ...(i.e. losing someone or something or approval)
3. Is this the kind of life you want to have?