

COACHING SUPERPOWERS



Playbook for Coaches
by Dave Buck, MCC



CoachVille Center for Coaching Mastery
We are the champions of dreams!

Welcome! On behalf of the entire CV Community, I want to welcome you to the Coaching Superpowers program.

Coaching Superpowers has a double meaning:

- 1) The superpowers a coach must develop and practice to have a positive impact on the dreams of their players.
- 2) Guiding a player to activate their Human Nature Superpowers to impact the world in a positive way.



As a coach you are always doing both.

You will learn the 10 Coaching Superpowers and Corresponding ICF Core Competencies – this is the foundation of mastery of professional coaching and coach approach leadership. You will also learn a powerful collection of Coaching Techniques that you can use with your players to “PRACTICE” life situations.

The BIG IDEA of this program is this: The Coaching Superpowers and Techniques provide a pathway to transformational coaching relationships that you can use in all aspects of your life. When you are ready, this ability will become the foundation of your life as a Professional Life Coach. (Hint: Life Coach = personal growth, business, leadership, career, relationship etc.)

You will learn how to activate the Human Nature Superpowers within other people; which you can use to bring the best out of everyone around you! **You will become an artist of Human Nature, a guide on the Human Journey; a champion of BIG Dreams... A Life Coach!**

PLAY - The emphasis will be on Coaching AND Playing and adopting a “PLAY framework” in your personal, business and career life. We are reinventing coaching with the spirit of PLAY! And YOU are a part of it.

As a part of our DTMOPP learning method during the teleclass you will play with a coaching partner throughout the program. You will coach and be coached by the same partner in the coaching practice sessions. You will also recruit and coach at least 3 practice players to coach during the program. This will allow you to go deeply into the coaching and experience real coaching relationships.

Finally, with our accreditation with the International Coach Federation (ICF) the 24 live teleclass hours of the program qualify for 24 Continuing Coach Education Units! (CCEU's)

Enjoy the experience...

Coach Dave Buck and the CV Community...
We are the Champions of Dreams!

Table of Contents

Coming soon!

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Introduction

Many of these Introduction pages are excerpted from my upcoming book about coaching called: "Life Coaching is Everywhere!".

The purpose is for you to gain the advanced understanding needed to make the most of this coach education program; and to be a great coach in the world.

I have a few provocative ideas to share with you... that will shift how you see yourself, the world around you and your opportunity to thrive as a coach in a joyful way. AWWW Yeah.

Note to readers!

There are A LOT of pages in this book. There are NO TESTS on this material. Please don't stress over the number of pages. Take your time. Do your best to enjoy the experience. Try to imagine that I am talking with you.

The craft of coaching is complex, dynamic and delicate... just like people! Everything in here is aimed to help you understand the craft more fully so that you can enjoy coaching even more than you already do.

Introduction Part 1: Pre-Class Play Plan

Pre-Class Play Plan

It looks like a lot... but it will be fun to prepare for our adventure.

IMPORTANT!

The Coaching Superpowers Coach Education program has a corresponding Player Program called: Energize Your Dreams. You will learn both.

1) Read the Introduction of this playbook (Wooo Hooo! You are doing that now!)

2) Get the Energize Your Dreams Coaching Guide PDF

[Coaching Superpowers Coaching Guide PDF;](#)

I recommend printing this and putting it in a binder. You will use it often.

3) Get the Player Playbook PDF

[Energize Your Dreams Player Playbook Part 1 PDF;](#)

You can send this to your potential players to entice them to sign on for the life-changing experience you are offering them! Team Play for Transformation.

Then after they sign on, this playbook will be a companion for the coaching experience. Reading this – and listening to the audios – will prepare your players for each session.

The contents of the Player Playbook are included in this Coaches Playbook.

4) Listen to the Player Prep Audio for the Exploratory Session

<https://soundcloud.com/coachville/asp-00-player-prep-exploratory>

You can send your potential players this audio as an enticement to have an exploratory conversation with you; OR send it to them to help them prepare for the exploratory conversation with you.

5) Listen to the Sample Exploratory Session with Player Mary

[Player Mary Exploratory Audio](#)

6) Recruit 3 players to coach by reaching out and having exploratory conversations.

This Introduction contains a detailed plan for doing this. Aim to have your 3 players signed before class starts; or during the first week at the latest.

7) Get the Energize Your Dreams Playsheet PDF;

Energize Your Dreams Playsheet Pack PDF

Follow the printing instructions.

Send this to your players after they sign on with you.

Both you and your player will use these printed sheets to take notes during the session.

Then your player will use the weekly Play Plan Playsheet to journal their adventure – and coach-able moments - along the way.

8) Get on the Game Card for this program:

Read the “how to play” Playbook (for first time students only) and then play with the activities as they pop up.

10) Give some thought to what your Dream will be for the 12-week program

This is coming up later in this Introduction

11) On the program home page, read the “Dyad Guide” (for first time students only)

12) Read Chapter 1 of this Playbook

Keep reading! You will get there soon.

13) Read the Coaching Guide for the Exploratory Session a few times (at least once out loud)

It's in the binder you made in step #2 ;-)

14) Update your Gamecard to share about what you learned during all of these activities!

You are READY for the first class!

I promise that the play plan for weeks 2 – 12 will be much lighter; so you have more time to do awesome things in the world.

- 1) Share on the Gamecard your insights from class!
- 2) Coach your players using what we practiced in class (then share on the Gamecard about each one)
- 3) Listen to the player prep audio for the upcoming session.
- 4) Read the Chapter in this playbook for the upcoming session (then share on the Gamecard).
- 5) Listen to the coaching demonstration audio for the upcoming session (then share on the Gamecard).
- 6) Read the Coaching Guide a few times for the upcoming session; at least once out loud.
- 7) If you missed class... Listen to the class audio from the class you missed.

See! Easy.

Quick Start

The Chapters of the Playbook coincide with the classes of the program.

- Each chapter will begin with the pages from the Players Playbook. These pages review core ideas from the players perspective; a review of the coaching technique planned for the session, or a quick review of the related Human Nature Superpower and a review of the Coaching Notes page for the session. (Whew!)
- This will be followed by coaching notes for the technique and a walk through the Coaching Guide for the session. Note: the Coaching Guides are in a separate PDF and are not repeated in this playbook.
- Then we will explore the a few Coaching Superpowers to focus on.

Some of the content is specifically connected to what we will do in the class; while other content is shared to add to what we cover in class. There is a lot to learn in the field of

coaching and in this program that we don't have time to cover in class sessions because the classes are dedicated to conversation and practice.

So the point is... to get the complete program you need to read this playbook!

The Game Card

Your REAL LIFE is PLAY!

Each week you will play a fun and challenging game where you earn points for doing and then **SHARING**:

- 1) Read your class Playbook; **SHARE** your insights.
- 2) Participate in class; **SHARE** about what you have learned in class conversations
- 4) Listen to the recorded coaching demonstrations; **SHARE** your insights
- 5) **Complete Missions** to coach your players; **SHARE** what happened in the sessions.
- 6) Complete Missions to play BIG for your dream; **SHARE** what you have discovered.
- 7) Stay in contact with your class partner (player/coach) **SHARE** what you have discovered together.
- 8) Inspire your team mates And being inspired by them. **SHARE** your You Inspire Me points (**YIM**).

Your personal "game card" will provide you with a visual display of what you need to do and what you have already accomplished. And... when you share you will attempt to inspire your classmates. (so that they give you "You Inspire Me" Points)

The public leaderboard will allow you to see how everyone else is doing. Then you can explore the game cards of your class mates for ideas and inspiration. (And to give away your "You Inspire Me" Points)

Note: Center for Coaching Mastery Students need a minimum of 150 points total on game cards to pass the class. At CoachVille we don't give right/wrong answer tests... not our thing!

Team Play for Transformation!

Life is a co-creation.

Freedom is a co-creation.

The coaching relationship is a co-creation.

At CoachVille we play with co-creation all the time. CoachVille founder Thomas Leonard was a wildly successful co-creator with a group of coaches he called his “R&D Team”. So it is part of our DNA.

We have taken this idea to a new level by co-creating a set of informative and compelling resources for you to share with your players. These resources will make your coaching more impactful... but they will also make you look really good in the eyes of your players! (Status Matters)

There is a collection of concepts that when your player absorbs them your Coaching will be more impactful; for example the concept of “Pivotal Moment”. When your player understands how to recognize a Pivotal Moment in their life they will make much better use of their coaching time with you.

At the same time, it would take a bunch of time for you to explain it to them... and this would take away from the time that you can be practicing with them, observing them and listening to them; which is where the magic happens.

So we have created a program with playsheets, playbook and a set of audios that you can share with your players that explain all of the concepts needed. It’s called: Energize Your Dreams.

In the playbook and audios I explain to the player that I will be their bonus companion while they are on the coaching adventure with you.

There is a playbook chapter and an audio that will help the player prepare for each session and make the most of their time with you.

There is also a playsheet PDF with a sheet that matches the unique flow of each session. (If you follow the coaching guide ;-)

Your players will love these resources and you will love that they come to each coaching session ready to play. SO GOOD.

Meanwhile, this will make coaching with you a step above anything else they have experienced in the coaching or personal growth space. Like I said... status matters. It leads to impact, advocacy and referrals.

[Here is the Player Playbook](#)

[Here is the Playsheet Pack PDF](#)

[Here is the Audio to prepare for the Exploratory Session.](#)

You may notice...

You may notice that these resources are also on the preclass play plan that started this Introduction. YES!!! That is because in the Coaching Superpowers Program you are BOTH a coach and a player.

As you use these resources to be a better Player, you will gain confidence in sharing them as a coach.

The Benefit for us at CV... and the World!!

There is a BIG benefit for us at CV with regard to your players; in addition to you being the most awesome coach they have ever had!

It happens often that people who experience transformation with a Life Coach want to learn how to be a Life Coach – or coach approach leader – themselves.

Free People, FREE PEOPLE!

It is our hope that with their experience of your coaching and these impactful resources that they will one day join us in our school. And our world changing team of “rebels with a cause” to uplift the Human Family will continue to grow!

Teleclass Welcome!

A quick note to the reader: this playbook is used for both the teleclass and the self-study with a buddy version of the program.

This little section is just for the teleclass participants.

In every class you will participate in a variety of provocative exploratory conversations and coaching sessions.

A few key points to consider as you start this class.

1) Our programs are based on dialogue-based learning. So we expect you to jump in and participate in the conversations. Be BOLD! Share your thoughts and questions; Your voice is a contribution to everyone else in the program. Your instructor is a highly trained coach and very capable of weaving diverse thoughts into a web of learning for everyone!

2) You will coach in every class. It is possible that this will be your first coaching conversation. So be easy on yourself! Don't expect to be a masterful coach on day #1.

If you have been coaching for a while – maybe even a LONG while - coaching in class is your opportunity to experiment and try new things. Enjoy the opportunity to stretch and learn.

Self-study with a Buddy students: plan to listen to the class audio and then engage your buddy with the class prep questions at the end of each chapter.

Introduction Part 2: Understanding Coaching and its greater purpose in the world

The Practical... The Problems ... The Purposeful

As your Guide on your Coaching Superpowers adventure, my role is to prepare you for each leg of the journey so that you can really LOVE it and thrive as both a player and a coach.

So the first thing I want to do is share with you a few of the “real world” benefits of Life Coaching in the form of practical benefits, problems solved and bigger purpose and aspirations.

I have phrased these from the perspective of the player. From the coach’s perspective, they explain what you will guide people to accomplish and experience.

The Practical

- If your dream or purpose feels fuzzy or lost, it will come into focus and gain energy.
- Positive actions that used to seem hard, will start to feel easy.
- Your life will start to feel like a fun, growth-oriented adventure... **MOST DAYS**
- You will have more fulfilling experiences with people you enjoy; in **ALL** aspects of your life!
- You will gain awareness of where your doubts and fears are coming from... and you will feel more and more **FREE!**
- You will greatly expand your “body awareness” and “emotional awareness” which will increase your intuition, inner knowing and self-trust. << ***THIS IS A BIG ONE!***
- You will feel more **ALIVE...** and feel like your life is more vibrant than it used to be!



The Problems

Coaching is NOT an intervention for problems! It is about playing better for your dream.

However... as you play better with your Inner Freedom coach, many of life’s common problems will lessen or disappear completely.

- You will experience **LESS** anxiety.
- You will experience **LESS** self-doubt.
- You will experience **LESS** procrastination on important actions.
- You will experience **LESS** negative self-talk;
- You will experience **LESS** limiting beliefs; and the idea of self-sabotage will disappear.
- You will experience **LESS** frustration, isolation and overwhelm! (***A LOT LESS***)
- **OFTEN...** You will experience **LESS** of unwanted addictions.

You have to admit... this will be awesome!

The Purposeful... and Aspirational

- You will gain influence. You will begin to see yourself as powerful and capable of having a profound positive impact in the lives of others and in the world!
- You will gain creativity. You will gain clarity on the YOUnique qualities that you have within you that you can use to co-create the results and experiences you desire.
- You will make changes. You will feel more confident in taking risks that can bring about positive rewards for your dream.
- You will gain visibility. You will feel more courage in being seen and owning your value.
- You will develop the ability to tap into your body wisdom to make bold choices.
- You will develop the ability to tap into the Supermind for needed insights and possibilities... and then ACT on them.
- You will feel like your energy is flowing and aligned with your dream and greater purpose.
- ***Last but not least...*** you will stop the futile exercise of trying live your dreams by completing tasks and you will learn how to practice and co-create the experiences of your Dream with a Life Coach. This will lead to an extraordinary boost in your FREEDOM.
- As you practice exploring the FEAR you experience in social situations, you will rediscover your lost playfulness and YOUnique capabilities. AKA Your Superpowers!

AWWWWW Yeah!

What coaching is

Next I want to share with you a few thoughts about life coaching because there is a lot of confusion about this.

Here is our definition of coaching:



Coaching Is...

1. A profound personal relationship
2. Wherein the coach guides the player
3. In pursuit of playing better for their **dreams**
4. To Become the next version of themselves
5. Through proactive co-creation

6. And guided practice

Some folks have gotten the idea that coaches talk with you to help you solve your own problems. Others think that coaches tell you what tasks to do and hold you accountable.

Life Coaching is not about problems or tasks because life is not about problems and tasks. Life is for playing for our dreams and Coaching is about playing together to play better; also known as practice.

Let's go a little deeper into each of the elements.

1. A profound personal relationship

Coaching is a personal relationship. Your coach will care about you as a person and you will care about your coach. It is very different than the ideas we got about Industrial Age Professional that was robotic and impersonal.

Coaching is profound because it goes beneath the surface of life into feelings, emotions, beliefs, desires, possibilities, fears, visions, ideas... the important stuff.

2. Wherein the coach guides the player

Coaching is NOT hierarchical... which is an important detail we will explore in a moment.

Guiding another person on an adventure is a real artform. It is not the same as directing or controlling; but it is more than a passive companion.

Think about the guide on a hero's journey like Star Wars Obi Wan Kenobi to Luke Skywalker. They are on the adventure together, they are both actively involved. Obi Wan is sharing observations with Luke BUT... Luke makes his own choices about what to do.

Another way to think of this is the Olympic Coach. They are in the Training Center with the athlete every day sharing the dream together. Olympic athletes deeply thank their coach when they win a medal; they could not have done it alone.

3. In pursuit of playing better for their dreams

Playing better is the essence and the purpose of what ALL coaching is about.

Playfulness is an awesome Human Superpower. Helping you restore and maximize your playfulness is a big part of Life Coaching. I will get into that much deeper in a few moments because the idea of play may be scrambling your mind right now.

To ease into the exploration here are a few ideas to help you understand what I mean by PLAY and playfulness:

- Curious and Creative
- Resourceful and Resilient

- Explore and Experiment
- Fun! (usually, but not always)

The 3 Frameworks of Play

There are 3 areas of life where we see play all the time. One way to get into playing for your dream is to identify with one or more of these and re-imagine your dream with this framework.

1) **Performance Art:** You have talents, a “voice” or perspective and something to say or share. You practice A LOT to refine both your skills and your message. You use your talents to co-create experiences with your audience.

2) **Game / Athletics:** The urge to compete drives you to hone your skills to perform at a high level. You enjoy the thrill of victory and embrace the difficulty of defeat. You enjoy the camaraderie of your team mates and the competitors. The definition of compete from the ancient Greek language is actually quite inspiring.

To Compete: to seek the best in oneself in the company of others likewise engaged.

3) **Epic Quest:** You have been “called” to adventure. There is something you MUST do even though it means leaving behind the comfortable of your well known surroundings and place in the world. You face great challenges in pursuit of your mission. If you are successful, you reap some great reward which you can bring back to your tribe for all to enjoy.

Your Dreams

This is another topic we will talk about A LOT in this playbook and with your partner coach. Your Dream is your vision for who you want to become and what you want to experience in the world.

In the next section we will get into the details of The Dream.

4. To Become the next version of themselves

Coaching is always riding on parallel tracks.

One track is focused on the outer experience of what you are co-creating and accomplishing in the world around you.

The other track is focused on your inner experience of growing and becoming; especially becoming the version of YOU who can live the dream you are imagining. Becoming is about feeling more capable, more confident and more free to fully express yourself.

You have Superpowers within you that you are not even aware of right now. Your coach will help you see them and practice using them.

You have Beliefs within you that may or not be aligned with your dream. Your coach will help you reveal them and uplevel them if you want to.

5. Through proactive co-creation

Talking together is a big part of how coaching happens.

A key in Life Coaching and Life Playing is to co-create a safe space for deep and provocative conversations.

This brings me to one of my favorite things to share with new Life Players!

The ancient power of co-creation!

In the ancient Aramaic Language there was a power phrase: **Abera Ca Dabera** – It means: “I create as I speak”. You have probably heard of it being used in the context of a magic trick but it is much more practical than that! When two people are talking together in deep conversation with purpose, permission and presence – as happens in a Life Coaching relationship – it can take on a life all its own. With your words you can speak your dream into existence and create the new version of YOU needed to fulfill your dream. This is the “magic” of co-creating that makes coaching such a powerful force in the world!

You and your coach will co-create many “things” together: ideas, plans, approaches, awareness, insights and more.

With focus and determination you can experience this transformational power as an Inner Freedom Life Coach and Player!

6. and guided practice

If you really want to hone in on the true essence of coaching, guided practice is the THING.

A key in Life Coaching and Life Playing is to co-create a safe space for practice.

Practicing together is how we grow both in capability and awareness.

You and your coach will practice together by co-creating situations, conversations, pivotal moments and peak experiences. You will practice skills, using your Superpowers and expressing yourself. Through practice you can experience the new version of you before you bring it out to the world.

A BIG part of practicing together is **observation** and the experience of being SEEN.

We are ALL yearning to be seen by someone who knows what they are looking at!

Your coach is going to observe you as you adventure together and share with you what they see in a judgment-free way!

We all have blind spots in our thoughts and actions because we can't see ourselves very clearly...a trusted outside observer can really accelerate our growth.

At the same time, you will be observing your coach and absorbing their wisdom.

This is the way life is meant to be played; we are meant to co-create life with others; we are meant to be SEEN and valued by others.

The Global Life Coaching Movement... to FREE THE PEOPLE!

I want to take this co-creation idea one step further here and share with you that as a Life Coach you are part of a global movement of vital importance to the Human family.

We Free Each Other... The Global Life Coaching Movement

By signing on to become an Inner Freedom Life Coach you are participating in one of the most important movements happening in the world today!

Together we can uplift the Human Family one person at a time:

Out of: Dehumanizing Authoritarian Hierarchical Control

Into : RE-Humanizing Egalitarian Co-creative Freedom

The movement is to free the people from the dehumanizing, traumatizing and demoralizing hierarchical control structures that are dominating life today like a bad virus.

The movement is to “RE-Humanize” the human family to be the connected, playful, feirly egalitarian, FREE co-creators we were born to be.

While hierarchical controls aim to suppress Human Nature, Life Coaches play to unleash Human Nature. We are awesome!

I like to refer to us as “Rebels with a Cause”; even though I know that is a quirky cliché.

All around the world Professional Life Coaches as well as Coach-Approach leaders, managers and entrepreneurs are uplifting the Human Family – one person at a time - out of the dehumanizing Industrial Age of Control and into the Connected Age of Play by unleashing the Superpowers of Human Nature: Become – Believe – Belong! (whew... that is a doozy of a sentence!)

Dehumanizing Hierarchical Control

The idea that the best way – or the only way - to organize human endeavor is through top-down control hierarchies is like a bad virus that has infected the Human Family; it started a few thousand years ago but it has really spread over the past 150 years.

The way I see it:

- Schools are all about controlling the human nature of children.
- Most religions are about controlling human nature

- Corporations are based on command – control - compliance
- And because of all this control everywhere... even families are often focused on controlling each other.
- Most governments – even those with elections – are based on authoritarian rule; or oligarchical rule: rule by the few with wealth over the many.

It's REALLY BAD... IT's traumatizing and dehumanizing.

Why do I say dehumanizing?

Because ... we HUMANS HATE being controlled. We do. We hate it. Human Nature is egalitarian. Yet somehow human systems based on control are everywhere.

What happens is, when a human is subjected to control everywhere they go, eventually they succumb to it... most do anyway – except for us rebels... they absorb it and pass it on.

In hierarchical control structures:

- Our dreams are squashed
- Our playfulness is shamed
- Our voices are silenced

Just look around at the anxiety, depression, addictions, all the supremacies (white, male, wealth, religious), the discord, the growing power of authoritarian political leaders and the pervasive mean spiritedness we see; It's EVERYWHERE. It's all caused by dehumanizing control hierarchies suppressing the goodness – the awesomeness – of Human Nature.

Controlled people, control people.

Hurt people, hurt people.

Life coaching is our way out of this mess.

Rather than trying to intervene or fix people, we can transcend the situation by uplifting people through Life Coaching!

Coaching is NOT an “intervention”.

Please never use that word again when referring to coaching.

Coaching is always a choice.

Life Coaching is about freedom!

- Freedom to be your playful self and continue to grow and become a new version of you easily and naturally.
- Freedom to express ALL of who you are and contribute your YOUUnique value to others and enjoy the rewards.
- Freedom to pursue your own dream with a team of people who share your dream.

- Freedom to co-create belonging with people who enjoy ALL of YOU and who you are becoming and what you are contributing.

Important note: I believe that in the heart of every coach is a Life Coach.

Said another way: All coaching is life coaching.

Every person who “gets free” in this way then passes freedom on to everyone around them; co-creating a ripple effect of good.

A key point here is that we don’t get free by struggling alone! Freedom is social. We only get free together... we must free each other by stopping the status quo habits of Industrial Control and sharing the rebellious joy of Connected Play and Co-Creation.

Free people, FREE PEOPLE!

I am super excited to have you on our team as a CoachVille Transformational Life Coach!!!

**Introduction Part 3:
Understanding How to Learn How to Coach...
The CoachVille Way**

A question we live into...

To say that we think and feel deeply about the craft of coaching would be an understatement. HAH!! It's in our DNA as a company with the original mission to improve the quality of coaching worldwide. That was in the year 2001 and we are still focused on this profound and nuanced question:

How do we guide another person in pursuit of becoming a truly great Life Coach?

It's not a question that you can definitively answer... like many awesome questions it is one that we live into rather than answer.

There are some fundamentals to the pursuit of getting good at anything – also known as the pursuit of mastery - that we utilize here at CV.

How to Learn How to Coach

Whoa! There is a lot to say about this topic. I will share just a few points for the purposes of helping you jump into the coaching class experience.

First, it takes over 100 hours of coaching for most people to go from novice to good; many more to go from good to great. This is a real conundrum because no one wants to be a “novice” coach for the person they are coaching; especially because often when we start out we are coaching someone we know!

This is where the Coaching Guides come in! By following the Guides you will co-create a good – sometimes even great – coaching session way before you are good at it!

Coaching is a performance art. It is a LOT like learning to play music. When you first start learning there is a LOT going on. You are learning how to make sounds with the instrument, you are learning the techniques of the instrument and you are learning how to read and understand music; then after a lot of practice you figure out how to put these three things together with your personal artistry to create music that expresses you in a meaningful way.

When you learn an instrument, your desire is to make music; you have heard other people play and it sounded so beautiful. But when you play, it doesn't sound like that! This is why there is music for new players that allows them to learn all of these things a few steps at a time. And with a little practice they experience music that is fun to create and pleasing to listen to.

Following this metaphor, the Coaching Guides are like the “music for new coaches”. At the same time they are fun for experienced coaches who want to learn a new style of coaching.

Let's explore this metaphor a little closer. We will use learning to play the piano as a quick and relatable example.

On a personal note: my mom was a piano and voice coach and her music studio was right below my bedroom in our home. So I heard this process happening every weekday for over 10 years!! It works... and it is truly amazing how people can transform through coaching.

To learn how to perform music on the piano there are a few distinct steps. But we generally learn simultaneously.

1. Learn how to read the notes & chords on the paper
2. Learn how to make sounds on the instrument
3. Learn to practice and play a song
4. Learn how to perform a song for an audience

| Learn to perform piano | Learn to coach |
|---|---|
| 1a) Learn how to read the notes on the paper | 1a) Learn the coaching skills / superpowers |
| 1b) Learn how to read chords etc. | 1b) Learn the coaching proficiencies |
| 2) Learn how to make sounds on the instrument | 2) Learn coaching techniques |
| 3) Learn to practice and play a song | 3) Learn the steps of the Method and how to follow a Coaching Guide to create a complete coaching session; practice with a partner. |
| 4) Learn how to perform a song | 4) Learn to co-create coaching sessions with a player |

What most coach training programs do is steps 1a and 2; they skip steps 1b, 3 and 4.

This would be like teaching you how to read a sheet of sequential notes and play them on the piano (like the scales if you are familiar with music)
... then they say: "OK, go and make music for people!"

You would say: "WAIT! I don't know any songs, how can I make music?"

The Coaching Guides are the songs.

Here is a sample of a Coaching Guide

2) COACHING PLAN

EXPLORE THE BIG DREAM

SAY: We started talking about your Big Dream in our exploratory conversation. Our coaching plan for today is to go deeper into it co-create the details of your BIG Dream.

ASK: Share with me (again) how you would describe your BIG Dream right now?

{Coach: listen and ask any curious questions that pop up for you}

ASK: What would it mean for your life if you were able to live this dream?

{Coach: listen. This is a question to find out about their purpose}

ASK: What is the opportunity for you to live some of your values?

{Coach: This is a question to find out what they value; part of Becoming Super YOU}

A few notes about the Guides

There are headings for each section that follow a basic flow: Welcome & Celebration, Coaching Plan, Play Together, Growth Mode (Celebrate, Plan, Play, Grow)

You say the parts that start with ASK: or SAY:

The parts in {RED} offer instructions that are for you to read but not say.

NOTE: if you are color blind, the RED parts are always in {braces}

They will help you know what to listen for or offer a choice about where to go with the conversation.

How to practice and learn them deeply

1) The BEST way to practice is to read each coaching guide OUT LOUD several times. You need to get the feel of the words in your mouth, in your ears and in your brain. After a few read through's you will be able to follow the guide and put your attention on your player at the same time with ease!

2) Then in class you will practice with your coaching partner. This is your time to practice with another person. This time is for YOU to get the feel for the guide and how to observe another person as they respond to what you are exploring. This is your time to follow the Guide and NOT to worry too much about the special needs of your partner. They need to step up and be a player so that you can practice coaching.

3) Then the next step is to follow the Guides as you coach your practice players. Here you practice observing your player within the structure and content provided by the Coaching Guides.

Then... and this is the important part...

- 4) They will become a part of you and you will be able to perform them naturally.
- 5) Then... you will start to perform them with your own interpretations and styling (sort of like jazz piano)
- 6) You will create your own music; AKA coaching guides that you write for yourself that become your coaching methods!

Perceptive Observations

Another point about life coaching (actually ALL coaching) is that the MOST important thing that makes you good is the ability to observe your player at play and then share perceptive observations that help them gain awareness and play better. What the coaching guides allow you to do is take your mind off of figuring out what to talk about or what questions to ask and put it on listening deeply and observing your player.

Another aspect of the Coaching Guides is that they provide a pathway to “play jazz”; meaning they provide a basic structure that sounds good and then as your abilities improve you can improvise – add your personal flair and imagination – within the structure.

Practice bypassing your Industrial Mind!

A BIG thing most people need to UNLEARN when they start coaching is the Industrial Mindset pattern of looking for a problem to solve. Most people in a conversation have a desire to be helpful by looking for a problem that they can help solve with some advice. This is a habit you need to pay attention to and practice bypassing because coaching is NOT about solving problems; coaching is about playing better. Following the guides will really help with this! The Guides will coax you toward playing together to play better and away from Industrial Age problems and tasks.

What to do in a coaching session while learning how to coach

Follow the guide!!!

Coaching is a co-created experience between a coach and a player. It is a very distinct experience. However, it looks a lot like a “normal” conversation and when we converse we tend to fall into comfortable conversational patterns like: friend to friend; colleague to colleague; boss to employee; parent to child; counselor to “counselee” etc. It will take a little practice to avoid falling into other patterns while you are coaching. You will need to be both patient AND vigilant to BE the coach.

Two specific things new coaches need to avoid:

1) Being the fixer

A lot of folks get into coaching because they are good at solving problems or providing good advice. While there is a time for offering solutions to problems in a coaching relationship, for the most part you will need to hold back on that habit when you start coaching. Often the “quick fix” stops the flow playing together in search of the deeper growth opportunity.

2) Being the dutiful listener

A lot of folks get into coaching because they are good at empathetic listening as the other person tells a long story or “tale of woe”. While empathetic listening is an important coaching skill, you will need to learn to use “artful interrupting” to keep your player and your sessions focused on playing for their dream.

It is a very good idea to set a specific time frame for the coaching session. This can be anywhere from 30 minutes to one hour; 50 minutes is very common for professional coaching sessions, 30 minutes is common for coach approach leader sessions with a team member. Some coaches like to do an extended session for the first session of a new “season” where you are clarifying the dream and desired experiences. In my coaching sessions I am usually hustling to try to complete the session within an hour because I get so into the experience I lose track of time. But I often have my next session with another player at the top of the next hour!

One thing that really frustrates people new to coaching “not knowing” what to talk about in a coaching session and this makes it very difficult to learn how to coach.

As explained above, we have solved this by providing clear Coaching Guides for your coaching conversations. These outlines will guide you and your player through a sequence of inquiries, this way you can focus your attention on two things:

- 1) Using the techniques you have studied and skills that you have developed. It is very effective.
- 2) **OBSERVATION** – you must cultivate your coaching presence which is the ability to put your attention on the other person and observe them on multiple levels while you are co-creating with them. Not worrying about how to orchestrate the whole conversation will allow you to practice this.

Follow the guides and you will co-create great coaching sessions with your players.

In this program you will begin or continue your journey toward talking like a coach. To make the journey easier we have developed the Plan-Play-Grow Technique for structuring coaching conversations. We use this technique in every CoachVille Class.

How to do a great coaching practice session

(In class with your partner or with your self-study buddy)

- 1) You will both get to be Coach and Player. So choose who will be the coach and who will be the player in the first session
- 2) Get **RIGHT INTO** the coaching – skip the traditional small talk
- 3) When you are the Coach - **Follow the Coaching Guide**

Ask the questions and then **BE CURIOUS** to clarify what your player is sharing. Focus your attention on deeply observing your player.

- 4) When you are the Player **DO NOT READ GUIDE** – just be real, be yourself; tap into your desire to play for your dream.

A few more points for when you are the coach:

- 1) The questions and exercises are a guide so you can focus on being the coach; rather than trying to think of what to ask or do next.
- 2) Follow the Guide! BUT don't treat it as a task or a test to finish it all before you run out of time.

You can think of it like an actor performing in a play. When you observe it, it looks natural. You don't think: "Oh, they are only reciting lines."

Or you can think of it as a singer performing a song. They are creating an experience for you. You don't think: "Oh, they are only singing the notes on a page that someone else wrote".

- 3) As you talk with your player about each inquiry, allow your intuition to pop with insights and follow up questions. BUT don't go too far down a "bunny trail". Follow your intuition for a few moments and then move to the next inquiry.

- 4) Stay on track and stay loose at the same time.

This takes some practice, but you will get it.

- 5) HOLD YOUR TONGUE if you feel the urge to tip or fix the situation!

Tipping is for waiters and waitresses - NOT coaches

Tipping - is when your player shares something about their situation and you think you have a good, quick solution....

"Did you ever try..."

There IS a time and place to share solutions and ideas. This will come when you are role playing or exploring pivotal moments together.

This is GREAT practice.

An important point for teleclass participation:

You WILL NOT have enough time to do the whole coaching guide during the practice time in class. Your instructor will advise you about which sections to focus on during in class practice.

Also, you will want to stick closely to the guide and avoid going too deep into any one inquiry. When you get into it you will see that it is possible to do a quick version or a deeper version of each Coaching Guide.

Do the quick version with your class partner; do the deep version with your players.

These are for the player. You saw this sheet in the Player Mission. There is just one sheet that should be printed 6 copies.

They are designed for the player to make a play plan for each week, use as a visual reminder of the plan and then make notes as these actions become “pivotal moments”; aka coach-able moments.

Understand the 5 types of conversation / 4 within a coaching session

This may be one of the most important distinctions in the field of coaching.

It is something that makes a CoachVille Coach very different than other types of Life Coaches. I am going to give you the basic idea here. Then you will discover it in great detail throughout your experience as a player and coach.

Let's say there are five kinds of conversation and 4 that apply to Life Coaching Sessions:

- 1) **Passive conversation** – this is talking about whatever to experience belonging; “chatting”; this is a lot of Human conversation. It is very important for relating but not strong enough for Life Coaching.
- 2) **Reporting conversation** – this talking about events that happened for the purpose of sharing information and co-creating belonging. This is probably the most common form of Human conversation. It is very important for Human connection and cooperation; but we keep it to a minimum for great Life Coaching because #3 is more powerful.
- 3) **Reflective conversation** – this is talking about events from different perspectives with the specific purpose to gain awareness. It co-creates cooperation, belonging AND growth. This is a staple of Life Coaching Conversations
- 4) **Pro-Active conversation** - this is talking about how to do something; how to do something better; a plan to do something; a strategy; brainstorming. It builds deeper belonging and starts a shared experience. This is essential to a great Life Coaching Conversation.
- 5) **ACTIVE conversation** – This is when you actively do something or practice something in the conversation. Examples include doing a Role Play or a shared visualization; this creates a powerful shared experience and promotes profound belonging, enhanced co-creation and rapid growth. When we play together, we grow together. This is how coaching works.

Most Life Coaches do mostly type #2 and #3 with a little spritz of #4. This is pretty tame Life Coaching. When you have a lot of reporting and reflective conversation and then jump into a quick pro-active (planning) conversation at the end, it will generally be quite tepid; planning to do more of the same.

As a CoachVille Coach you will co-create ACTIVE conversations! You will provide a hearty mix of types #3, #4 AND #5 in most coaching sessions. This will be growth oriented and

can be transformational for your player and sometimes for YOU as well. When you have a healthy dose of ACTIVE conversation, the Pro-Active part will be full of imagination, energy and bold moves.

ACTIVE conversation changes everything; figuratively AND literally.

It will feel really strange at first and **it might freak you out**. (Actually, it's more likely than a might. LOL). Soon, you are going to love it; you will realize that you are doing something special.

Let's play!

To say that we think and feel deeply about the craft of coaching would be an understatement. HAH!! It's in our DNA as a company with the original mission to improve the quality of coaching worldwide. That was in the year 2000 and we are still focused on this profound and nuanced question: **how do we guide another person in pursuit of becoming a truly great Life Coach?**

It's not a question that you can definitively answer... like many awesome questions it is one that we live into rather than answer.

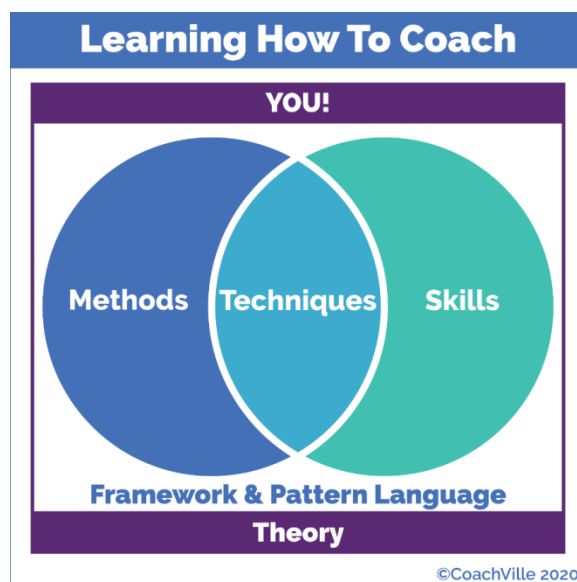
There are some fundamentals to the pursuit of getting good at anything – also known as the pursuit of mastery - that we utilize here at CV.

Introduction Part 4: Understanding the Pursuit of Coaching Mastery

Theory, Framework, Pattern Language, Methods, Techniques, Skills and YOU

Before we get into the specifics of the pursuit of coaching mastery, here is a basic structure for the pursuit of mastery of anything. Knowing this will help you in two ways:

- 1) You will understand how we are guiding you here at CV.
- 2) You can use this to develop your own path to mastery in other areas of your life like your coaching specialty for example.



Theory

A **Theory** is why you approach an endeavor in a particular way.

Definition of Theory: *a coherent group of tested general propositions, commonly regarded as correct, that can be used as principles of explanation and prediction for a class of phenomena.*

- *dictionary.com*

Whether you are aware of it or not, all teaching of a craft, or a field of study, is based on a theory. Any time you choose to learn something from someone, you should ask them about their fundamental theory for what you are learning.

- If they can't tell you, then you should think twice about learning from them.
- If they do tell you, then it is wise to consider if you resonate with their theory.
- If you choose to teach something to others, make sure you can articulate your theory.

Framework

A framework is a basic structure of something. Often it is referred to as a container. Everything in the framework is based on the fundamental theory.

Pattern Language

A pattern language is a concept developed by iconic architect / philosopher Christopher Alexander. It is a collection of words and phrases - each that represent an experience or a concept – that can be used as a building block for something bigger. These words and phrases contain the essence of the thing they are used to build.

In our view of coaching the pattern language of coaching is infused with the spirit of play. And phrases like play plan, pivotal moment and superpowers contain the essence of the coaching experience.

Methods

A method is the sequence of activities and/or techniques; a step-by-step way of doing something to create a desired result on a consistent basis

Techniques

A technique is the body of specialized procedures used in a specific field.

Skills

A skill is a fundamental ability to perform a specific activity.

YOU

Are an individual with a unique combination qualities, awareness, life experiences, knowledge and lifestyle who will creatively apply the methods, techniques and skills of coaching to each player's unique dream and situation.

Next we will explore – VERY BRIEFLY – the CoachVille Coaching Theory, Framework, Methods, Techniques, Skills and your role in the coaching experience.

CoachVille Coaching Theory

A theory explains why you do something in a particular way. These elements of our theory set the stage for how we think about and teach coaching.

1. *The world is a playground.* All humans are born with the Spirit of Play. We are here to play together in pursuit of our individual and shared dreams. Any endeavor in life can be played as a quest, performance art or game.
2. *The coaching relationship is initiated by the player who has a Dream* – a vision – **to play better**, to accomplish something, engage in new experiences, develop abilities and / or become a new version of themselves.
3. *The purpose of coaching is to play together to play better;* also known as practice. To coach is to practice with someone (or team of people) **to guide** them to play better for a shared dream; to co-create the life experiences they desire.
Coaching is NOT an intervention for problems.
4. *Coaching is a co-created relationship between two people.* To coach someone you have to know them personally. To be a coach for someone you have to be willing to be known personally by them.

Coaching is NOT a detached, impersonal relationship (the 20th Century version of “professional”)

5. *There is a Superpower version of YOU.* There is a version of YOU – of all of us - that can emerge through the experience of playing BIG for your dream WITH a Life Coach at your side on the journey. A superpower is a unique ability that can be refined through practice until it is capable of creating a big impact on other people or situations. We all have superpower potential within us that we are not aware of until it is called for by the challenges and growth opportunities presented by playing for our dreams.
6. *Transformational Life Coaching unleashes the superpowers of human nature:* While in pursuit of a BIG Dream the coach can guide the player to access the three superpowers of Human Nature: The Urge to Become, The Need to Belong and the Ability to Believe. Life coaching in this way is RE-Humanizing! While the Industrial Culture of hierarchical Control is DE-Humanizing.

You have seen this model a few times already in this Introduction. It is so important to understand that Life Coaching emphasizes these beautiful qualities of Human Nature and empowers each player to love these qualities within themselves.



CoachVille definition of Coaching:

You saw this at the beginning of this Introduction. Here is again to summarize our Coaching Theory:

Coaching is:

A profound personal relationship

Wherein the coach guides the player

In pursuit of playing better for their dreams

To become the next version of themselves

Through proactive co-creating

And guided practice

The CoachVille Coaching Framework

The field of Life Coaching is vast and dynamic. It needs to keep up with life which is moving fast and getting faster all the time.

As a result it is pretty challenging to create a container that can both hold it all AND be something that you can get your mind around. Ideally you want a container that helps you understand what it is and how to do it at a high level.

Well, that is what we have tried to do with the CoachVille Coaching Framework. In the miniature picture of the model you can see that there are quite a few parts to it. But as you dive into it, it will help you understand what coaching is and how to get good at doing it. You will be able to pull out the component parts and expand your understanding of each one over time.

In the next section we will dive a bit deeper into the details.

Then in every CoachVille Coach Training program you will expand your understanding of the core elements.

The Language of Play = The Language of Coaching

The language of play is the natural language of coaching. In all CoachVille programs you will be introduced to Play Pattern Language.

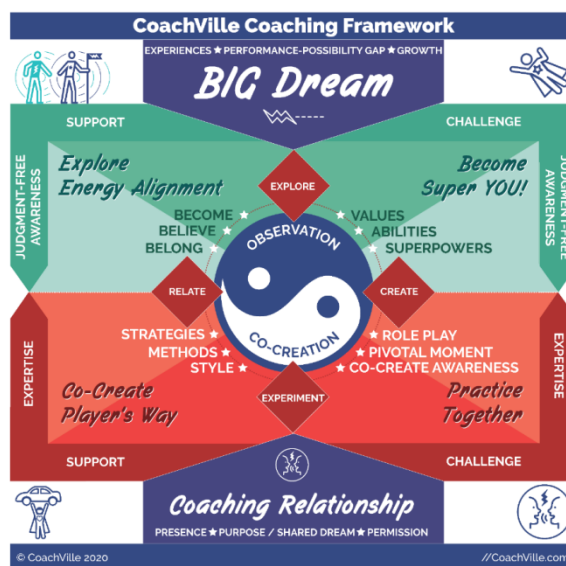
A pattern language is a collection of terms that brings an experience to life. So for example the simple phrase “play better” would evoke a wide variety of thoughts, feelings and experiences. And while two people may have different experiences there would be enough common elements that each would understand what the other is saying.

Examples of terms in the play pattern language include: performance, strategy/approach, play plan, pivotal moment, desired results, skills, inner game, winning environment, practice and rest.

In addition, every playable endeavor has its own unique pattern language.

So playing business has language like: marketing, close the deal, deliver the service, customer satisfaction, referral marketing, key performance indicator etc. Each word or phrase has a life of its own – just thinking of “close the deal” can evoke a variety of memories and emotions.

Or the dream of a romantic partnership has a language all its own as well: Showing appreciation, eliminate blame, create intimacy, building trust etc.



As you learn to coach you will be using the language of the endeavor your player is pursuing, which you probably already know, and combining it with play language. The two BIG benefits of this are:

- a) People already know play language – even if they don't currently speak it - so it will be a natural way to talk about coaching.
- b) Using play pattern language will bring about aliveness like nothing else! ENJOY IT.

CoachVille Coaching Methods

In our curriculum you will study 3 methods: Play Life, Inner Freedom and World Power. Play Life is the core coaching method. It contains small parts of both Inner Freedom and World Power which then each branch out into complete method.

Each CV Coaching Method is comprised of 9 steps.

Play Life Method

The Play Life Method is for re-learning how to tap into the Human Spirit of Play and the Urge to Become the next version of ourselves. You also learn how to play in the Connected Age which includes: relating for influence, creative self-expression, exploring for visibility and experimenting for change. Rather than an Industrial Life of completing tasks, you can co-create a connected life of meaningful and joyful experiences.

Inner Freedom Method

The Inner Freedom Method is for cultivating the freedom and capacity to choose new beliefs; ones that will serve you in pursuit of your dream. You also develop the freedom to choose when and how to play BIG and when to play safe. Another fun aspect of the experience is learning how to explore FEAR like a treasure map to our lost playfulness and unique superpowers.

World Power Method

The World Power Method is for learning to leverage the Need to Belong – the most powerful human need – by designing an environment that is PERFECT for you and your dream. You learn to see your pursuit as if you were an Olympic Athlete and then design your own personal “Olympic Academy”. The Method utilizes the 9 Environments of YOU model developed by Thomas Leonard.

Comprehensive Coaching Guides

A unique feature of every CoachVille Method is a sequence of comprehensive Coaching Guides. The methods are designed for a 12-week coaching engagement where the coach and player traverse a designed path together. Using the guides makes it possible for the Coach to provide a remarkable coaching experience for their players even while they are learning.

As an awesome bonus... these 12-week coaching engagements can become the foundation of a thriving coaching business.

CoachVille Coaching Skills

In our curriculum we have several programs that are focused on Skills. Coaching Superpowers, Coaching Proficiencies and Advanced Communication are skills programs. Mentor Group and Coaching Practicum are small group co-created learning experiences.

Coaching Superpowers <<{You are Here}

A superpower is the ability to do a skill in a way that impacts a situation or other people. The Coaching Superpowers are an uplifted version of the original ICF Core Competencies. (International Coaching Federation)

Mentor Group

The Mentor Group program is an experiential guide to coaching skills where a small group gathers with a Certified Coach to explore real world coaching situations and Coaching Ethics scenarios.

Coaching Practicum

The Coaching Practicum is an evaluation based on the ICF Core Competency Markers. Each participant will coach a colleague for 30 minutes while being observed and then receiving feedback from a Certified Coach and peers in the Practicum.

CoachVille Coaching Techniques

The purpose of a coaching session is for the player to grow and become more capable - able to play better – during the session. A player should expect this from a coaching session and then the player is able to go forward in pursuit of their dream with that co-created ability or awareness.

If you were a basketball player and you had a coaching session with a basketball coach you would expect to practice basketball.

If you were a singer and you had a coaching session with a vocal coach you would expect to practice singing.

As a Life Coach you need techniques to do with the player to practice life; or business or leadership etc.; activities of playing together and exploring new possibilities also known as Guided Practice.

The techniques of Life Coaching are activities that a coach can use with a player to co-create guided practice growth experiences; with an emphasis on co-create. These are not techniques you do TO someone. They are techniques you do WITH someone. This is why in the player playbooks we teach the player about the techniques; so that they can proactively participate in the experiences.

There are several such techniques that are essential to CoachVille coaching: Plan-Play-Grow, Role Play, Pivotal Moment, Co-Create Awareness and Intentional Co-Creation.

These techniques are a common bond in all of our Coaching Skills and Coaching Methods courses.

Plan-Play-Grow

This is a multi-purpose technique that provides just the right amount of structure for each coaching session and each coaching relationship. The coach and player co-create a plan, then they play together in some way, then they capture the growth that occurred while playing.

The all-purpose formula for magic is a little bit of structure and a LOT of imagination. This is Life Coaching!

Role Play

This is how the coach creates a scenario where the player can practice a conversation that is important to them. This is where the coach plays the role of someone the player aims to have a conversation with; probably a “Relate for Influence” situation. The jumps in to play the role and provides just the right level of challenge for the player to experience growth. The coach also observes the player and then shares what they heard and felt; words and energy.

Pivotal Moment

This is a superpowerful technique where coach guides the player in a visualization experience where the player can practice an action in their imagination. And while in the experience notice any fear that may be blocking the natural flow of energy and activity. This technique also utilizes and body awareness and expands the players access to their inner wisdom.

Co-Create Awareness (Abera Ca Dabera)

This is probably the most fundamental of all Life Coaching techniques. The coach and player co-create a safe space for deep explorative conversations with curious questions, triplex (multi-level) listening and self-trust communication.

Conversations in this cycle lead to deep awareness for both the player and the coach. We also refer to it as the “Abera Ca Dabera” technique which means “I create as I speak” in the Aramaic Language. This is the power to speak new experiences into existence.

Intentional Co-Creation

This is an advanced version of the Pivotal Moment technique where the coach guides the player through a sequence of visualizations where they push their energy and vision into future experiences. This is a huge confidence booster!

YOU

Coaching is a personal relationship between a coach and a player. Coaching is not a “generic” service or relationship. YOU matter. The “YOU” that oozes out of you – metaphorically speaking – has a HUGE impact on your players’ experience of coaching.

Remember... they are observing you as much as you are observing them. So you need to be prepared to bring “all of you” to every coaching session. The truth is it will happen even if you don’t want it to!

Here is a vintage Thomas Leonard Venn Diagram...

{Diagram on the next page}



Who you are (Qualities)

Who you are is a combination of who you were born to be and who you have become through the challenges you have faced and the choices you have made.

Where you're at (Path of Development)

Where you're at refers to the accumulation of your experiences and knowledge.

How you live (Life, Lifestyle)

How you live is about how you see the world and how you express your uniqueness.

Introduction Part 5: Understanding the Coaching Superpowers

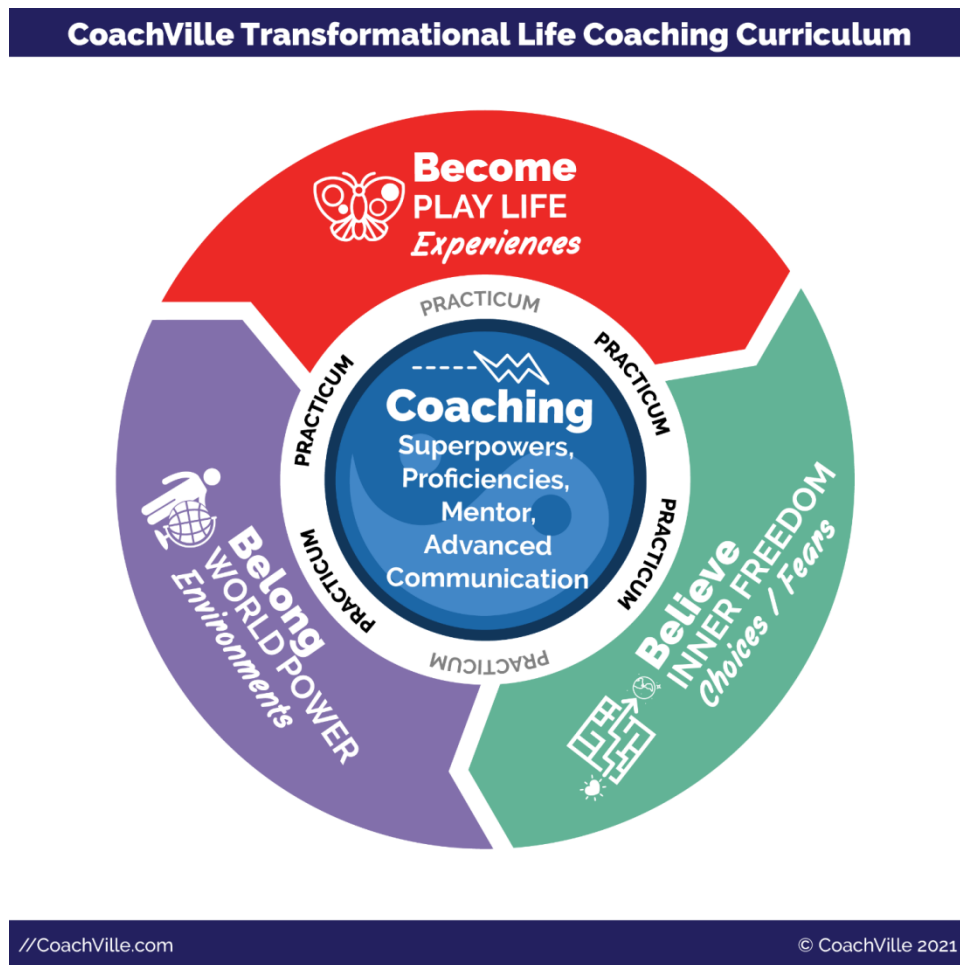
Your CoachVille Coaching Journey Begins (or continues)

Next step... Your BIG Dream! This is the way we start every program here at CV.

Before we get to chapter 1... 3 important things...

- 1) Declare Your Play Mission in the framework of your BIG Dream
- 2) **MOST IMPORTANT:** Your Coach Mission to recruit 3 practice players to coach with what you are learning while you are in the program.
- 3) A brief introduction to the Coaching Superpowers

Where Coaching Superpowers fits in the CoachVille Curriculum.



First we focus on the blue yin/yang symbol in the middle with the names of our Coaching Skills programs; listed in the preferred progression. In the skills classes include a strong focus on the Coaching Techniques as well. With the techniques and the skills to use them, the coach can co-create powerful coaching sessions.

Next we look at the outer circle where we see the three CoachVille Coaching Methods. The coaching methods are how the coach can provide a guided coaching experience over 12

sessions. The Methods classes make use of the skills and the techniques and weave them into a broader narrative for the player.

Each Method program focusses on one of the three Human Nature Superpowers; while each includes all of them because they are always playing together.

Play Life = The Urge to Become

Inner Freedom = The Ability to Believe

World Power = The Need to Belong

Then in the little white ring in the middle you see the Coaching Practicum. This is where you demonstrate your ability to coach using the techniques and skills that we practice in class and with your players. The Coaching Practicum is one of the most unique and awesome things that happens at CoachVille. We play, coach, and learn together as a community.

Quick Overview of the Coaching Superpowers

Create a BIG IMPACT in the World

Learn the fundamentals of coaching in a lively and entertaining way.

Transform Your Mindset

Out of: Managing your life and the people in it

Into: Playing for your DREAM and Coaching your players to play better for their BIG Dreams.

Delve into and practice 10 Coaching Superpowers and the 6 ICF Core Competencies used to score your certification recording..

Playing with these Superpowers will accelerate you into professional coaching, Coach Approach Leadership and enjoying life in the Connected Age of Play.

Another BIG focus is to elicit the natural superpowers and playfulness of your players. Coaching Superpowers has 2 meanings:

A) The superpowers of coaching

B) The superpowers of your players that they can use to play for their dreams!

Finally, you will learn a powerful way of coaching called play together to play better. This is a super effective way to coach people who have a dream to play BIG in the world.

Details

Superpowers are your foundation for excellence

We will cover each of the 10 Coaching Superpowers and 10 Coaching Skills (aka Core Competencies) one at a time, in a way that makes them easy to use and remember; and we will demonstrate how each Superpower / Skill naturally leads to the next.

To be a master crafts person you must know and practice the basic skills - over and over again. Using our active learning method, you will learn each skill through observation and practice. This is important because your ability to demonstrate these Superpowers is what will ultimately lead to your certification.

How to talk like a coach with the Spirit of Play

When you look at the ten core skills, they look pretty... well... basic! They are. The key is to MASTER them through the 10 Superpowers and continual practice of talking like a coach.

The Spirit of Play and Play Pattern language set the Coach Approach apart from every other approach to Human Achievement. When you keep your conversations around playing big and playing better you will never be confused with another type of professional. If your aim is to become a practicing Professional Coach then it is essential for you, your players and our profession that you learn how to demonstrate these skills.

We will explore how to distinguish coach talk from patterns that you may already be familiar to you. When you are new to coaching, it is VERY easy to fall into conversational patterns that you are familiar with like friend, boss, colleague, parent (or counselor, therapist if you have done these).

The Pursuit of Human Greatness

The key distinction is how you balance support and challenge. To become great you must be challenged out of your comfort zone and then fully supported as you face these challenges. You will learn how to do this using the basic coaching Superpowers.

Coaching Mistakes and How to Avoid Them

Coaching is way more challenging than it first appears and mistakes WILL happen. Just like your players make mistakes in the game they are playing. Mistakes are a part of any worthwhile venture. The key is to be AWARE of the common mistakes so that you can avoid them and / or recover quickly when you make them.

The 10 Coaching Superpowers and 11/8 Coaching Competencies (ICF)

A quick point about the numbers: We have a different set of numbers than used by the ICF. In this book we will use our numbers and I will show you the ICF # for both the original 11 Core Competency Model and the new 8 ICF Core Competency Model for 2022.

| The 10 Coaching Superpowers | The 11 Core Competencies (ICF before 2021) | The 8 Core Competencies (ICF 2021) |
|--|---|--|
| | 1) Meet Ethical Guidelines and Professional Standards | 1) Demonstrates Ethical Practice * not used to score the certification recording |
| | | 2) Embodies Coaching Mindset * not used to score the certification recording |
| 1) Purpose - Share your BIG Dream | 2) Establish the coaching agreement | 3) Establishes and maintains agreements |
| 2) Permission (Ask For): Control ->Influence -> Vulnerable | 3) Establish trust & intimacy | 4) Cultivates Trust and Safety |
| 3) Presence with Judgment-free Awareness | 4) Coaching presence | 5) Maintains Presence |
| 4) Plan – Imagine Possibilities | 10) Planning & Goal setting | (Part of #8 Facilitates Client Growth) |
| 5) Play – Co-Create | 9) Designing actions | (Part of #8 Facilitates Client Growth) |
| 6) Grow – Evaluate Performance | 11) Managing progress & accountability | 8) Facilitates Client Growth |
| 7) Curiosity – Exercise wonder | 6) Powerful questioning | (Part of #7 Evokes Awareness) |
| 8) Triplex Listening – Saying : Not saying : Energy | 5) Active listening | 6) Listens Actively |
| 9) Self-trust – Feel it ... Say it | 7) Direct communication | (Part of #7 Evokes Awareness) |
| 10) Go deep – Look beneath the surface | 8) Creating awareness | 7) Evokes Awareness |

By mastering the 10 Coaching Superpowers you will be MORE than capable of demonstrating the 6 ICF Core Competencies!

Coaching Superpowers Model



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Chapter 1:

Coach Mission #1 Recruit 3 Players

?1.01) Chapter #1 Prep {add the links}

In coaching we talk first with a player about their dreams rather than objectives or even goals. A dream comes from the heart and the imagination of the player. It includes desire and vision. This is where we want to begin our coaching.

In Chapter #1

Prepare for the Exploratory Session with your Potential Players

We will explore how it ALL begins when the BIG Dreams of the coach and player are shared together

Before Class

Read through the complete coaching guide for Session #1 (Page X)

(this is a link to the PDF with the complete set of coaching guides)

[Listen to this Player Prep Audio to prepare for Session #01.](#)

(this is a link to the SoundCloud Audio)

Playsheet Pack: Print 2 copies of Page X

Listen to the Coaching Demo of Session #1

(Coach Dave and Player Mary)

The name of each Chapter is based on the focus of the coaching session with our player – in Chapter 1 it is The BIG Dream.

The theme of each Chapter is based on the Coaching Superpowers Model – in Chapter 1 it is the Coaching Relationship.

Before we get into the Player playbook, let's get energized by the Coaching Theme.

The Coach Mission #1

Outline of the mission:

1) **The Exploratory Session Guide.** So you understand what this is about.

2) **Introduction:** You are on a mission!
The What, Who, Where and How of recruiting players.

3) **Power up:** Make your REACH OUT plan and DO IT!
(sample messages included in this playbook)

4) **Game Action:** Conduct exploratory conversations with your potential players

5) **BIG WIN:** A potential player says: “YES!”

6) Find the fun!

7) Sample Coaching Agreement to use with your players

1) Conversation Guide for the Exploratory Session

[Walk through audio with Coach Dave](#)

PRACTICE!!!

Read the conversation outline OUT LOUD a few times to get used to saying the statements and questions!

You don't “say” the numbered lines to the other person; **NOR the statements in RED.**

You only say to them the lines that start with **Say:** and **Ask:** .

{Coaching Guide starts on next page}



**** Exploratory Session with a Potential Player ****

WELCOME

1) INTRODUCTION

SAY: "Thanks so much for doing this exploratory conversation with me. I really appreciate you and I can't wait to see what we discover together. This conversation will take about 15 minutes.

ASK: Are you ready to go?

{Coach: wait for them to SAY: YES}

COACHING PLAN

SAY: "OK. Let's go. So as I mentioned I am participating in a Life Coaching Training program and they are really big on looking at business, career and life as a playing for your dream; my role as the coach is to help you pursue your dream, step into new experiences and grow outside of your comfort zone."

PLAY TOGETHER

2) DISCOVER THEIR DREAM

ASK: If you looked at your life / business / career as playing for your dream...What would you say your dream is right now?

{Coach: listen and ask any curious questions that pop up for you}

You may want to ASK: "Anything else?" a few times to get to the deeper stuff.

3) FIND THE GAP

SAY: Coaching is always about the pursuit of playing better. It can be stepping out of your comfort zone to do some new actions or to develop some new skills. There may be some new experiences or results that you want to create.

ASK: What are some ways that you would like to play better right now?

{Coach: listen and **AVOID AVOID AVOID** offering solutions!!

Ask any curious or clarifying questions that pop up for you}

4) EXPLORE SUPERPOWERS

SAY: As we play for your dream I want to help you express your unique abilities and develop your superpowers.

ASK: What would you say are some of your unique abilities or Superpower potential that we can develop together over the next 6 weeks (or 12 weeks)?

{Coach: This is just to set a tone and get them thinking about having Superpowers. They may not know what they are. Listen and ask any curious questions that pop up for you; but this is NOT the time to go DEEP on this topic. That will come later.}

GROW

5) MOMENT OF CHOICE

{Coach: Here you have to choose! Do you have a good connection with them? Does something about them intrigue you as a learning opportunity for you?}

If YOU are a “YES”:

SAY: I love your Dream and I think we could have great success together.

ASK: Would you like to be one of my players?

If they say “yes”, move on to #5A. If not, skip to 5B.

If YOU are a “no”, skip to 5B.

PLAY PLAN (the days ahead)

5A) CONFIRM THE COMMITMENT

SAY: Excellent. I just want to confirm that you are committing to meet with me for about 30-45 minutes each week. If we can't do a session one week for some reason, we will try to make it up the next week.

ASK: Are you good with that?

{Coach: wait for them to SAY: YES}

SAY: Let's get our first session on the calendar now.

AND... Session 2 may be closer to an hour because we are going to get into the details of how you are going to Play for your dream. So let's get that session on our calendars now as well.

{get your first 2 sessions set up in your calendar for as soon as possible after the start date for the program}

6) ENDING

SAY: “Great! Talk to you soon”

5B) If either of you say “no”: thank them for their time.

SAY: I have learned a lot from this conversation. Thank you. But I don't think we are a good match for coaching together. Thanks so much for your time today!

2) Introduction: You are on a mission!

The basic recruiting plan is to:

- 1) Identify where you will recruit your practice players.
- 2) Reach out to them and invite them to a brief exploratory conversation about coaching with you.
- 3) Send them the potential player exploratory session prep audio with Coach Dave
<https://soundcloud.com/coachville/asp-00-player-prep-exploratory>
- 4) Conduct brief exploratory conversations.
- 5) Sign up your players.

NOTE: Even if you reach out to someone who wants to say “Yes” before having an exploratory conversation, we recommend that you have the exploratory conversation anyway. This is good practice and you can make sure that the relationship is set up for success.

To become a great coach you need to coach a lot of players! Coaches are ALWAYS looking for good players. Then they set out to help them become GREAT players.

To enjoy a successful class experience we recommend that you recruit 3 “practice” players specifically for the Coaching Superpowers program.

HINT: If you register for class early, it is a great idea to start this process before the class officially starts!

About game card badges: in all CoachVille classes, you earn points toward your Coaching Superpowers Badge through coaching activities and conversations. You earn points toward the Method Badges – Like the Play Life Badge for example – by applying the concepts in your own life.

A Quick Thought about Superpowers

There is a theme throughout this program about unleashing Human Nature Superpowers.

A Superpower is an ability that is honed and refined until it is capable of BIG impact on others.

We use “unleash” to convey the awareness that most of us are only vaguely aware of our unique abilities AND the ones that we are aware of are often under-developed. This is where coaching – and the power of an outside observer – REALLY comes to light. As you guide your player to live into their dream you will encourage them to elicit the spirit of play, face challenges and explore new possibilities. During all of this YOU will be observing them so that you can bring awareness to their abilities AND guide them to develop them and express them in the world.

WHAT you are inviting them to do with you.

We are moving beyond the Industrial Age of Work into the Connected Age of Play. More and more people are waking up to a life of possibilities and yearning to play BIG unleashing their Superpowers to contribute to the lives of others in a creative and meaningful way. You have people around you who are ready to play BIG. They need a great coach to do that.

They need YOU to ask them to be your player.

- You are recruiting them for a 6 week coaching engagement.
IF you are following the Coaching Superpowers class with Coaching Proficiencies class, THEN you are recruiting them for a 12 week coaching engagement.
- Each week you will have a 1-1 conversation with each player.
- These conversations can be over the phone, face-to-face or via any other audio/video connection tool.
- Texting or messaging back and forth for 30 minutes will NOT match these requirements; BUT is an excellent supplement to talking together.
- 45-50 minutes is a good time frame for each session.
- We also recommend checking in with each player in between coaching conversations via email, text or whatever means both you and your player like to connect.

For each session, you will have a detailed Coaching Guide with questions to ask and ideas to share. You will practice each session with your class partner in class before doing it with your practice players.

What about the money?

If you are new to coaching then we recommend coaching your practice players “pro bono”. If you are a seasoned entrepreneur who is good at charging for things, then you are welcome to charge a fee. Using the Coaching Superpowers Coaching Guides, the value will absolutely be there even if you are brand new to coaching.

If you are a personal service provider adding coaching to your offerings, you may be able to charge your existing clients for coaching.

If you are an experienced coach, you can recruit paying players for this engagement or invite 3 existing players to do this with you. However, I recommend that you plan to coach 3 players specifically using the Coaching Superpowers Guides rather than blending it with what you are already doing. This will help you learn the Superpowers AND it will set you up to add 12-week Superpower Coaching engagements to your business model. SMART!!!!

WHO to Recruit

You honor someone when you offer to coach them. Think of it as the highest compliment.

Who do you know who is doing good things and seems poised to step into greatness? Who has great potential to be a difference-maker... a game-changer?

Who do you know who has the desire to play life at a higher level or live into a new Dream?

Having a coach is a choice people make when they have a dream to play BIG, perform at a higher level or step into a new possibility.

Think of people of all ages; of all levels! Don't only think of people younger than you are; or "lower" than you are on the "ladder". Life Coaching is NON-HIERARCHICAL!

Do **NOT** look at your existing connections and think: who has lots of problems and "needs a coach"? Coaching is NOT an intervention for problems! This is not to say that good players don't have any problems! Of course they do. However, while some people just seem to have problems, players have challenges that arise out of their DREAM to play BIG.

YOU do NOT need to be an expert in what the player is doing. Life coaching is powerful without specific subject matter experience. **IMPORTANT Note:** When you move into high-end professional coaching the best plan is to combine Life Coaching methods WITH subject matter experience.

Another thought...

Look for people who never really "fit in" to traditional structures where they needed to comply to do well. These folks could be poised for greatness in the Connected Age where curiosity, creativity and contribution are replacing command, control and compliance.

Where to recruit

This will depend on your situation. A little later in this playbook I will share with you some sample "REACH OUT" messages that you can use.

A) You are a manager / leader and you have a group of employees and colleagues from which to recruit your 3 players.

Extend a personal invitation to the people you want to coach.

IMPORTANT: When coaching folks who work for you, you must obtain express permission from THEM to coach them AND you will need the 30 minutes per week of established 1-1 coaching time.

B) You are already coaching or providing a professional service to clients.

In this case you have client pool from which you can recruit 3 players. If you want to recruit from your existing clients, you can offer them the opportunity to coach with you using a new format for 6 / 12 weekly coaching sessions. It will be important to let them choose to engage in this new approach with you.

C) You are an awesome person learning a new coaching method.

In this case you need to recruit 3 players from your network of friends, colleagues and social connections. You may have colleagues or friends who you can reach out to personally.

Many students use Linked In, Facebook or email to find their potential players using an “opportunity post”. Also, even if you have a group of people right around you, you may want the experience of opening up to coach people who come through your social connections. Remember!!! It is PLAY. Sometimes opening up to a bigger world can really spice things up nicely.

Important! Your CoachVille class colleagues do NOT qualify as practice players. The idea is for you to go boldly out in your community – geographical or virtual – and recruit players!

3) **Power Up: Play plan your recruiting mission and REACH OUT!**

- Read this guide with sample REACH OUT messages
- Make your plan to reach out to your potential players and invite them to talk with you.
- Do your reach out.
- Share about your approach on the game card.



Sample REACH OUT messages

Invite someone you know: “Hey Sally, I am participating in a Life Coach Education program and I am recruiting 3 amazing people to be my players while I am in the program. Our aim will be for you Energize Your Dreams by unleashing your Superpowers! We will have 12 weekly 45-minute coaching sessions while I am in the program. I think of you as someone playing big, and I would love to set up an exploratory conversation to see if this is a fit for you. It is going to be great fun. Are you interested? Let me know.”

Example opportunity social media post: I am taking a Life Coach Education program with CoachVille. I am very excited about it! I am looking for 3 “players” for a 12 week coaching program called: Energize Your Dreams. Each session will be approximately 45 minutes. This is a great opportunity if you are up to something big in your business, career or personal life that you would love to energize by unleashing your Superpowers. If this sounds like YOU please contact me so we can set up a brief exploratory conversation. It is going to be really fun and potentially life-changing. I only have 3 openings so please respond quickly!

If you know someone who might love this, please pass it on to them. Thanks!

Use these samples to craft something that sounds like you AND uses some of the Play Language.

Then send it out! Don’t wait for perfection.

Share on your Game Card



A **POWER UP** is an activity where you listen, read or do an exercise and then share your insights and/or plans.



Coach Mission #1:

I read the playbook and sent out my REACH OUT message to recruit 3 practice players for Energize Your Dreams. This is what I did...



WHAT TO SHARE: Share a few details about your REACH OUT plan. If you want, share the content of your reach out message. It may inspire one of your classmates.

4) **Game Action:** Recruiting conversations with potential players

- Practice! Read the conversation outline several times; read it out loud a few times
- Use it to talk with your potential players;
- play for “YES! I want you to be my coach!”
- Share about your experiences on the game card.
- **HINT:** Share about it even if you are they don’t say “Yes”.



Introducing the “Recruiting” Conversation

The next step of this mission is to have a brief exploratory conversation with each potential player. This is important because coaching should always be a mutual agreement between the coach and the player. You can only coach someone if they want to be coached by you AND you believe in the dream they are playing for.

This exercise is powerful for your life as a leader as well as a coach. The best games in life are often a game of “ASK” where you are playing for influence and a mutual “YES!”

This conversation outline will provide a simple structure for this conversation. Also, it is similar to the coaching outlines you will use in class so it will set a positive tone for the relationship.

Remember, YOU are the coach. So:

A) You need to guide the conversation

B) It is mostly about asking questions and listening. You don’t need to say too much!

C) At the conclusion, YOU must choose if you want to coach this person;

If you are a “yes”, then ask them if they want to be your player.

Your aim is for them to say “YES!”;
If you don’t want to coach them, don’t ask them.

What to look for in the moment of choice.

In the conversation outline you will do a lot of listening. As you are listening you want to check in with your intuition. This is an essential coaching skill so you should start learning it right now! Wonder to yourself: Do I have a good connection with this player? Do I support the dream they are playing for? Will I enjoy coaching them? Or will I at least enjoy learning something by coaching them?

It is OK if you think they will be a challenge, as long as you will enjoy it in some way. It is OK if it will stretch your comfort zone or require you to look at things from a new perspective.

Avoid taking on a player if you think it will be a “rescue mission” for someone in trouble.

Another note about Superpowers

In this conversation you will ask the player about their Superpowers. Remember that most people are NOT aware of their unique abilities nor how to express them in the world. This is where coaching comes in. The point of this question is to set the tone for the coaching engagement AND for you to start creating a baseline of awareness about the player.

After the conversation

No matter how it turns out, share about your experience on your game card.



A **GAME ACTION** is an activity where you do something in the world and then share about what you did and what you learned.



Coach Mission #1:

I just had an exploratory conversation with a potential player for Energize Your Dreams. This is what I experienced...



Share

WHAT TO SHARE: Share a few details about your experience in the conversation. What did you learn?

REMEMBER: if you got a “YES” response share about that on the **BIG WIN** tab.

After you share about the exploratory conversation in the GAME ACTION tab, a BIG WIN item will pop onto your game card.

WHEN one of your potential players says: “Yes”, click through to the BIG WIN tab on the game card and share about that as well.

5) The **BIG WIN**: A potential player says: YES!”

This is something to celebrate!

Yes, it’s OK to pump your fists in the air! I do it every time I sign up a new player. ;-)

Find someone in your physical space to give you a high five!



A **BIG WIN** is when you get the desired result or experience from an action you take in the world. This is a BIG DEAL and we want to celebrate you!



Coach Mission #1:

I just signed up a player for Energize Your Dreams! WOO HOO! This is why I am excited to coach this player...



WHAT TO SHARE: Share a few details about your experience and why you are energized to coach them.



POSSIBILITY!! Whenever possible, share a photo of you in action celebrating with someone on your team!

6) Find the Fun!

You know those fun adventure movies where the “hero” is putting together a collection of people with special skills to accomplish a mission? Well that is YOU right now.

Putting a team together is fun!- As a coach or coach approach leader you are always looking for good players for “your team”. If your players are not necessarily going to play together they are still on your team so they will probably have some shared purpose even if they don’t know it yet. You may even want to find a way for your players to get together at some point either face-to-face or virtually.

You will probably want a variety of players with different dreams or different talents; it can be fun to put the right mix together.

Treasure hunting is fun – You can think of every person who signs on to coach with you as a treasure. Looking for them can be really fun. You are looking for game changers to share a powerful experience with you. Finding the right players can be a fun adventure.

Recognition is fun – People love to be seen and known for who they really are – A BIG Player in Life. This is what happens when you reveal their BIG DREAM in life and the BIG Purpose they can pursue by playing rather than working. Being recruited is a form of recognition.

7) Transformations from worker to player

| Industrial Work Mindset (the old way)... | Spirit of Play Mindset (the new way)... |
|--|---|
| You work alone and don't bother anyone. | You find your players through personal and social connections. You leverage your relationships and network in your search for good players. You are not alone, you are part of a vibrant community and YOU are the coach in this community now. |

8) Sample Coaching Agreement

Feel free to use the text of this agreement completely or as a starting point for your basic coaching agreement. Also, there are two additional examples in your syllabus.

If you are jumping right into professional coaching – even if it is pro-bono – it is important to have an agreement.

If you are going to use your coaching skills as a Coach Approach Leader, preparing an agreement or not is up to you; The benefit is that it will let your player know that you are intentionally adding this new element to your relationship.

*** !! ***

Coach **YOUR NAME** – When Playing BIG is your ONLY Option! {**Your Tag Line**}

PLAYER / PLAYER COACHING AGREEMENT

Welcome as a player! I look forward to being your partner in creating the life you desire by playing BIG and winning on your own terms! I'm not big on rules – but here are a few things that honor the professional nature of our relationship.

PLAYER / PLAYER FEE POLICIES AND PROCEDURES

FEE: There is no fee for coaching while I am a student in the Coaching Superpowers class.

DEFINITION OF SERVICE

- a) CALLS: Our agreement includes weekly 30 minute conversations.
- b) Check in calls during the weeks in between our coaching sessions. These calls will be 5-10 minutes.
- c) Email: I am available by email for questions and “sharing”: news, insights, challenges, and accomplishments. I will typically reply to these communications within 24 hours, though if my travel schedule has me out of the office for an extended period it may be a few days longer.

LENGTH OF AGREEMENT

Our agreement is for 6 weeks; with an option to continue if you want to continue on as my player for my next Coach Training class.

PROCEDURE

For our official coaching sessions I use a flexible schedule. We will set up our next appointment each time we talk. For our check-in calls call me when you have a few free minutes during the business day.

CHANGES

If you need to reschedule your session, please give me at least 24-hours notice. Occasionally I may need to reschedule and I will give you at least 24 hours notice as well. If an emergency occurs for either of us, we'll work around it and reschedule.

PROBLEMS

If I ever say or do something that upsets you or doesn't feel right please bring it up. I promise to be open to anything you need to say and I will do my best to make it right.

CONFIDENTIALITY

I recognize that certain information of a confidential nature may be shared during our sessions. I will not use this information for personal gain or disclose this information to anyone else without your specific approval.

THE NATURE OF THE RELATIONSHIP

Our coaching relationship is not to be considered psychological counseling or any type of therapy.

The MOST IMPORTANT THING

The most important thing is that you are ready to play and win the games of your life on your own terms. I cannot play the game for you. I will support you and challenge you in every way that I know. When you win, we both win.

| | |
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| | | | |
|---------------------------|------|-----------------------|------|
| <i>Coach Name</i> , Coach | Date | Name, Player / Player | Date |
|---------------------------|------|-----------------------|------|

*** !! ***

Coach Mission 2: Coach your players

Following the Coaching Guides, you will conduct a series of 6 coaching sessions with each of your players and then share about what you learn from each session. Each session with your practice player can be done in person or over the phone and should be for approximately 45-50 minutes.

Collect “Thanks Coach” notes from your players for bonus points!

Chapter #2 – Co-Create Relationship

Focus: The BIG Dream

“A dream we dream alone is just a dream.
A dream we dream together is reality”
-Yoko Ono

“Life Coaches are the champions of dreams!”
-Coach Dave

?2.01) Chapter #1 Prep {add the links}

In coaching we talk first with a player about their dreams rather than objectives or even goals. A dream comes from the heart and the imagination of the player. It includes desire and vision. This is where we want to begin our coaching.

In Chapter #1

We will explore the Coaching Theme: Relationship

We will explore how it ALL begins when the BIG Dreams of the coach and player are shared together

We will explore the Human Journey with a Coach Model

We will explore the Energy Alignment Game Model from the Player Playbook

We will explore the Coaching Guide for Session #1

We will explore these Coaching Superpowers:

- #1 Purpose ~ Agreement
- #2 Permission ~ Build Trust
- #3 Presence ~ Be There

Before Class

Read through the complete coaching guide for Session #1 (Page X)

(this is a link to the PDF with the complete set of coaching guides)

[Listen to this Player Prep Audio to prepare for Session #01.](#)

(this is a link to the SoundCloud Audio)

Playsheet Pack: Print 2 copies of Page X

Listen to the Coaching Demo of Session #1

(Coach Dave and Player Mary)

The name of each Chapter is based on the focus of the coaching session with our player – in Chapter 1 it is The BIG Dream.

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Before we get into the Player playbook, let's get energized by the Coaching Theme.

1.02) Coaching Theme - Relationship

Specifically the Coaching Relationship

Tagline: Co-Create Safe Space

My purpose in the “Coaching Theme” of each chapter is to illuminate the massive value that you can bring to your players as a Life Coach.

In the top section (in Blue) of the Coaching Superpowers Model (aka trapezoid) on the left you see the theme for this section: Relationship.

You will also see this at the foundation of the CV Coaching Framework Model.

You will also see our symbol for the coaching relationship which is the two hikers walking side-by-side. The lightning bolt is the symbol for adventure and transformational change is on the players’ flag and the coach’s shirt. The player has the Superpower Star on the shirt to symbolize the willingness to use their Superpowers to have a positive impact on others.

BIG QUESTION

How do we co-create a co-creative relationship with a player; especially since they most likely have little personal experience in co-creating AND have probably experienced mostly hierarchical control relationships?

A Quick Background

Thomas Leonard, the founder of professional Life Coaching, often said that Life Coaching was the most profound form of human relating ever invented.

The key word here is that Life Coaching is an *invented* way of relating. It was formed in the 1990’s by blending athletic and performance art coaching with the Human Potential Movement.

It was invented as an antidote to the soul crushing Industrial Age norm of hierarchical command, control and compliance relating. This form of relating, which is predominant in schools, communities, businesses and families, is based on the presumption that everything is owned by someone and in every relationship someone is “in control”.



Choose and Emerge

An essential part of being a Life Coach is having a perspective on how to play life... how to LIVE life. Because one of the most compelling that happens in a relationship is that we learn new perspectives from each other. One example of a perspective is “sort of” a Life Coaches view of the world is that there is a lot in life that we can choose and there is a lot in life that will emerge if we allow it.

An aspect of the Life Coaching Relationship is that you are guiding the player to reclaim their Human Potential to CHOOSE important aspects of their life and at the same time allow important aspects of life to EMERGE as they play for their dream.

In life there is so much that we can't control. But the Industrial Mindset is that we are supposed to be in control. Since we can't control much we just feel small and disempowered. While we can't control much, there is a lot we can choose. I am not talking about choosing a brand of toothpaste! I am talking about choosing how we approach life every day.

An essential element of the coaching relationship is restoring your players' capacity to make choices; including the choice to have a coach. The empowering capacity to choose begins with choosing a Life Coach.

In addition to choice there is the experience of emergence. When you let go of the compulsion to control we can re-learn how to trust life and how to allow "things" to emerge. "Things" being: situations, our dreams, our ideas, our decisions, our possibilities, our abilities... LOTS will emerge when we release control and trust life.

Throughout this Playbook you will learn more of the "Life Coach" view of the world perspectives. Have fun looking for them!

Co-Create Safe Space

From the definition of coaching we know that it is a profound personal relationship where the coach guides the player to play better in pursuit of their dream.

Life Coaching is a co-created partnership of equals with different roles.

Life Coaching is fiercely egalitarian; neither the coach nor the player is "in control".

The player chooses the destination for the adventure; the coach guides the player on the adventure. To be a Life Coach you need to find the difference between guiding and directing or controlling.

Once you gain a little experience as a coach, in the beginning of each coaching relationship with a player you will know more about co-creating the coaching relationship than the player will. It is your role to uplevel them into the co-creative relationship as quickly as possible. NOTE: The recorded player prep audios are specifically designed to help your player learn how to be a player with a coach so that they can co-create the relationship with you.

An important essence of a life coaching relationship is co-creating a safe space for the coach and player to play, practice and share observations.

The Human Superpower – The Need to BELONG

We will use the Framework of the Human Superpowers – the 3 BE's Become – Believe – Belong - that I shared with you in the Introduction - to explore each Coaching Theme.

Your player can choose to use their “Need to Belong” proactively. One of the most empowering ways to co-create an experience of belonging is pursuing a shared dream together. This will open up the possibility that we can upgrade our shared dreams as a pathway to more profound belonging. YES!!

Shared Dreams – Your player can choose their aspirations and intentions; your players’ aspirations and intentions can emerge.



The coaching relationship is a safe space for the players dream to emerge and grow and call for them to take steps out into the world. Over time they will take their dream out into the world in bigger and bigger ways.

Your intention with your player is to co-create a safe space for your player to CHOOSE their dreams and where they desire to Belong.

Your intention is to co-create a safe space where your player can EMERGE their dreams and where they desire to Belong.

Often when a player chooses YOU as their coach, this is a vital first step toward choosing their dream and choosing belonging with you.

Being chosen as a Life Coach is a huge honor!

Then as you guide them in the coaching relationship they get an experience of how the Urge to Belong can be used with good intention.

The BIG Intentions

Co-create a safe space where the player to speak their dreams, aspirations and intentions.

Co-create a safe space where the player can experience and FEEL their value in the world. (based on the respected observations of the coach)

Co-create a safe space to play together that is out of the preservation zone and into the fear/growth zone where you don't know what is going to happen.

Co-create a safe space where the player can speak what they need to be truly taken care of (AKA Whole Self-care); so that they can be the best version of themselves for their Dream.

Co-create a safe space where the player can speak their emerging truth.

Co-create a safe space where the coach can experience all of these things WITH the player for their own personal benefit while guiding the player in pursuit of the player's dream.

More Questions to Wonder:

Here are a few BIG Questions about the coaching relationship for you to wonder about:

With our minds and patterns so indoctrinated into Industrial work in isolation – AKA “do your own work, if you help your neighbor you are a cheater” – how do we become agile co-creators?

How do we be the coach – be the guide – while navigating together and steering together?

With our minds and patterns so indoctrinated into Industrial command-control hierarchies how do we become egalitarian co-creators?

How do we guide without controlling or directing; how do we create a space where the player feels safe to be guided while still feeling fully at choice?

How do we build a relationship where two partners can co-create life-changing transformation?

Together we aim to:

Help each other move away from hierarchical control into egalitarian co-creation.

Help each other move away from the dehumanizing Industrial Age into the RE-humanizing Connected Age.

Find the sweet spot with each player

Between the Drive for Freedom and the Need for Relationship and Belonging

We all have both. We all need a path for both to be expressed. We all need to find the balance between these two that fits for our current situation and our current dream. The KEY is to do this intentionally rather than reactively.

As a Life Coach you are observing your player and guiding them to understand how this drive and need plays out in their choices every day. And to help them make intentional choices to move into a balance that feels really good for them.

This is a precursor to Chapter 3 where the theme is Awareness.

***** From the Player Playbook: Activate Your Superpowers *****

1.03) Coaching starts with your dream

All coaching begins when you have a BIG dream and choose a coach to guide you on the adventure. As the “player” you must have a vision to experience something beyond what you are doing today; you must have a desire to become the next version of YOU!

You may be very clear about your BIG Dream. However, if you are like most people, your dream starts out a bit “fuzzy”; mostly because our dreams were squashed by the Industrial Age Culture and it will take a while to revive it. If that is you, please don’t let that stop you. Start with whatever clarity you have and know that your



dream can come into clarity over the next several weeks with your coach. AND it is absolutely OK to change your dream half way through the adventure.

Here are a few thoughts to help you hone in on your dream right now.

Focus on something that you CAN do right now. It is great if you also have a “someday” dream, but your coach can only guide you toward a dream you can pursue now.

If you have a “someday” dream that is not possible now, choose a “stepping stone” dream that will develop you in a way that moves you toward your “someday”.

Choose something that will pull you out into the world of other people; even if that is virtually rather than face-to-face. Something that you can do by working in isolation is not a BIG enough dream for playing with a coach.

Choose something that will ask you to GROW; something that will “ask” you to become the next version of YOU.

Also... ALWAYS remember that BIG means big for you; be careful about comparing yourself to other people. If your dream feels big for you... then it's a BIG DREAM!

Oh! One more thing; I will often refer to your Dream as if it has a life of its own. I will – and your coach will – say things like: what is your Dream asking you to do? This is why I use a Capital D when I refer to your Dream... to animate it... to make it a character in your adventure. I hope you enjoy this quirky perspective.

1.04) The Human Journey with a Coach

It used to be called the Hero's Journey. But we believe that EVERY human can choose to live a hero's life by playing for a BIG Dream to contribute to others by expressing their unique superpowers! So we call it the Human Journey.



The idea is that when you start the adventure you are in the Self-Preservation Zone and your Dream calls you out into the world. Two points I want to share with you here:

1) It's NOT a straight path: In model you can see that the path from the Preservation Zone to the BIG Dream is not a straight path. You can expect a lot of moving ahead and then pulling back. Your adventure will have many side trails and speed bumps.

2) You will also notice the arrow that shows that once you become comfortable and capable in your BIG Dream, a new dream will come to your heart and a new adventure will begin! With a Life Coach, you don't stay in one place very long!

OK! Let's take a walk through this model. It's super fun and explains A LOT about the coaching experience!

{Model starts on the next page}

There is a “play safe” version of your life that is available to you now. In this life you preserve who you are and where you are. You avoid any social risks. This is how most people live. But this is NOT how you live when you have a Life Coach!

BIG DREAM

The outer ring is your BIG Dream! The adventure is to get your heart's desire out into the world. It is your heart calling to you! (*Yoo Hooo... I'm out here*) This is where the experiences and results that you imagine happen with regularity. You are in the flow of life contributing your unique value to the world in a way that is fulfilling for you. The BIG Dream is the equivalent of the “call to adventure” in the Hero's Journey stories. To pursue your BIG Dream you will need to leave the safety of the Preservation Zone and pass through the FEAR/GROWTH zone and discover and develop your Superpowers that will be needed to fulfill the dream.



The Social Safety Instinct and the Preservation Zone

Next notice the Social Safety Instinct at the center. This force is like a magnet that pulls us toward **the Preservation Zone**. Here we aim to maintain the sense of belonging and status that we have in our current environment. We also seek to maintain the beliefs that are required by this environment. And finally, we limit our becoming through play to what can fit within the existing structure; which is usually not much!

The Social Safety Instinct – and the requisite need to maintain belonging – is by far the most powerful force in Human Nature.

Many personal growth programs refer to something called the “comfort zone”. It is a similar idea but I feel that the Preservation Zone is a better name for what is actually happening. First of all, many people are stuck preserving something that is not at all comfortable; yet they fight to preserve it just the same. Preservation Zone also takes away the stigma of comfort zone that implies a person is weak or lazy. Self-preservation is a

super strong survival instinct and is both essential and a respectable force to be reckoned with!

The Pull!

Notice The Pull! This is what we experience anytime we endeavor to pursue a big dream. The BIG Dream pulls us out and the Social Safety Instinct pulls us in. In the Hero's Journey stories this is called "refusal of the call". While in these stories this is a one-time event at the beginning of the story. In my experience of coaching people in pursuit of a BIG DREAM this is an EVERY DAY EXPERIENCE! Hah! It is often a many times every day experience.

The Performance-Possibility Gap:

Notice the Performance Possibility Gap (in the upper right). This is the gap between the sum total of who you are and what you can do now AND who you must become to fulfill your dream. You have a vision of yourself playing life at a higher level of impact. This is a good thing!

This is the essential coaching element. When a person has a BIG Dream it includes a vision of themselves having new experiences and doing new activities or doing them in a bigger and better way than they can do them now. Anyone who goes after a BIG Dream knows that there is a gap that they will need to cross. Crossing this Gap from the current ability and situation to the vision is what coaching is all about.

The FEAR/GROWTH Zone:

The Growth/Fear Zone is the unknown. This is where you will face challenges that you cannot overcome as the current version of you. You will need to become the next version of you, uplevel your beliefs and establish a new environment of belonging. This is where you face social risks in pursuit of social rewards. In the Fear/Growth Zone you see the 3 B's of Human Nature: Become, Believe, Belong that we explored in the Introduction.

Fear is a fundamental Human experience. It's purpose is to keep us safe. Fear is a feeling in the body that reminds us that in the past while doing something similar something "bad" happened. The fear comes up as a bad feeling to steer us away from the situation or action. Whenever you pursue a course of action that is beyond what you are doing now, you will experience fear on a regular basis.

The BIG insight is to realize that all of your fears were absorbed from your environments. And many of your fears are social fears about expressing your playfulness and unique power. So, if you explore the fears they can lead you back to your playful powers.

This is why we call this the FEAR/GROWTH zone. An essential experience of playing for a dream is growing into the next version of you and the next level of your ability and power.

A BIG key to coaching is this: since most of our fears were absorbed in social situations it is essential that we explore our fears in the company of a trusted guide. It is almost impossible overcome social fears by facing them alone. This is why all Hero's journey stories include a guide... and why all modern day hero's need a Life Coach!

The Superpower Zone

The Superpower Zone is where you discover the powers and playfulness within you that have been hidden in the shadows that you will NEED to live your dream. You have Superpowers for influence, expression, visibility and change that you have not yet tapped into. OR you may be using them, but now you are being called to raise your level of mastery.

By walking with a coach through the zone of fear/growth you will obtain many clues about your unique powers that have become hidden over time. Any time you contemplate a new action your body will buzz if the action resembles a troubling experience from earlier in life. Exploring these pivotal moments with a coach using the Pivotal Moment Technique will often reveal the expression of power that is connected to the troublesome event. BAM! You now have awareness of a lost unique power!! AWESOME!

With this awareness you can reclaim your power and use it to fulfill your BIG Dream

1.05) There is more to life than meets the eye!

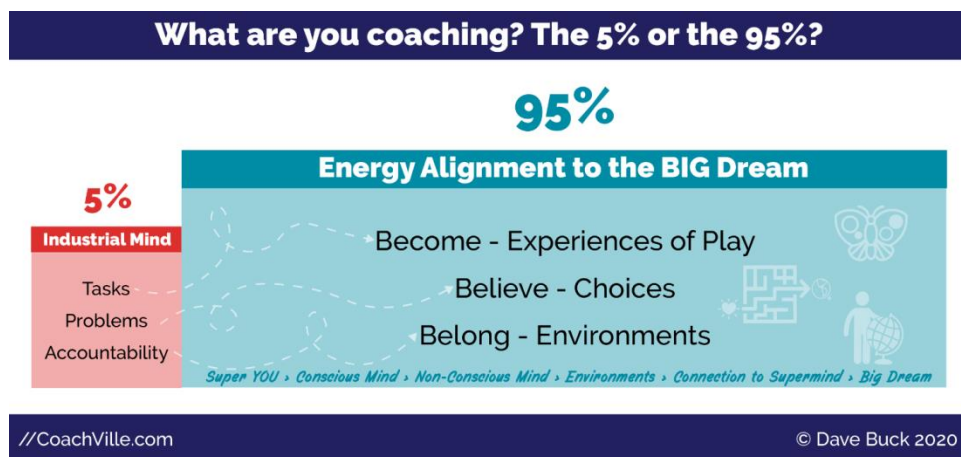
Another way of saying this is: there is more to life than what we can control.

A LOT MORE!

This is a BIG idea that I want to share with you to give you the bigger picture of Life Coaching and playing for your dreams.

We call it “Energy”; or Energy Alignment.

Here is a little diagram to show the elevation of Life Coaching from the Industrial Mindset focus on Control to the Connected Play mindset focus on playing with energy.



Life Coaching has come a LONG way in the past 25 years... and at CoachVille we have been a really big part of that evolution.

In the early days of Life Coaching – in the 1990's – we were greatly influenced by the culture of the Industrial Age. So as a result Life Coaching got tangled up in concepts like tasks, problems and accountability.

But in the grand scheme of life, completing tasks, fixing problems and holding accountability is only a small fraction of what it takes to live a joyful life of freedom and co-creation!

You may have wondered:
Why is the life I imagine so difficult to realize?

The answer is: The energy is not aligned!

And most Industrial Age “success” training ignores Energy Alignment.

One way of thinking about this is in concepts you already recognize: attitude, intuition, attraction and synchronicity.

Energy Alignment makes these ideas very practical while adding the sense of mystery and wonder.

Your Life Coach will be focused on guiding you to your BIG Dream through:

- becoming the next version of you through playful practice and the freedom to BE your powerful self,
- upleveling your non-conscious beliefs and choices and exploring your fears of your own power
- leveraging the need to belong by upgrading your environments to embrace your power.

When you develop in these areas you seem to make the right moves at the right time without a lot of wasted effort. And good things and opportunities just seem to come to you.

Yes, here we see yet another variation on the Become – Believe – Belong theme. It’s everywhere because your awesome Human Nature Superpowers are everywhere!

The idea is to play for your dream and live in the flow of energy RATHER than holding you accountable for an endless list of tasks and problems.

WOOO HOOOOO!

1.06) The Energy Alignment Game Overview

Let’s explore Energy Alignment a little deeper because it is woven throughout the Life Coaching Experience.

I am going to share with you the picture and a brief overview to energize you and spark your curiosity. We will go into each of the elements as we move along on our adventure together. (Something to look forward to ;-)

You don’t need to “worry” about understanding this; it will happen naturally as your coach guides you to Activate Your Superpowers.

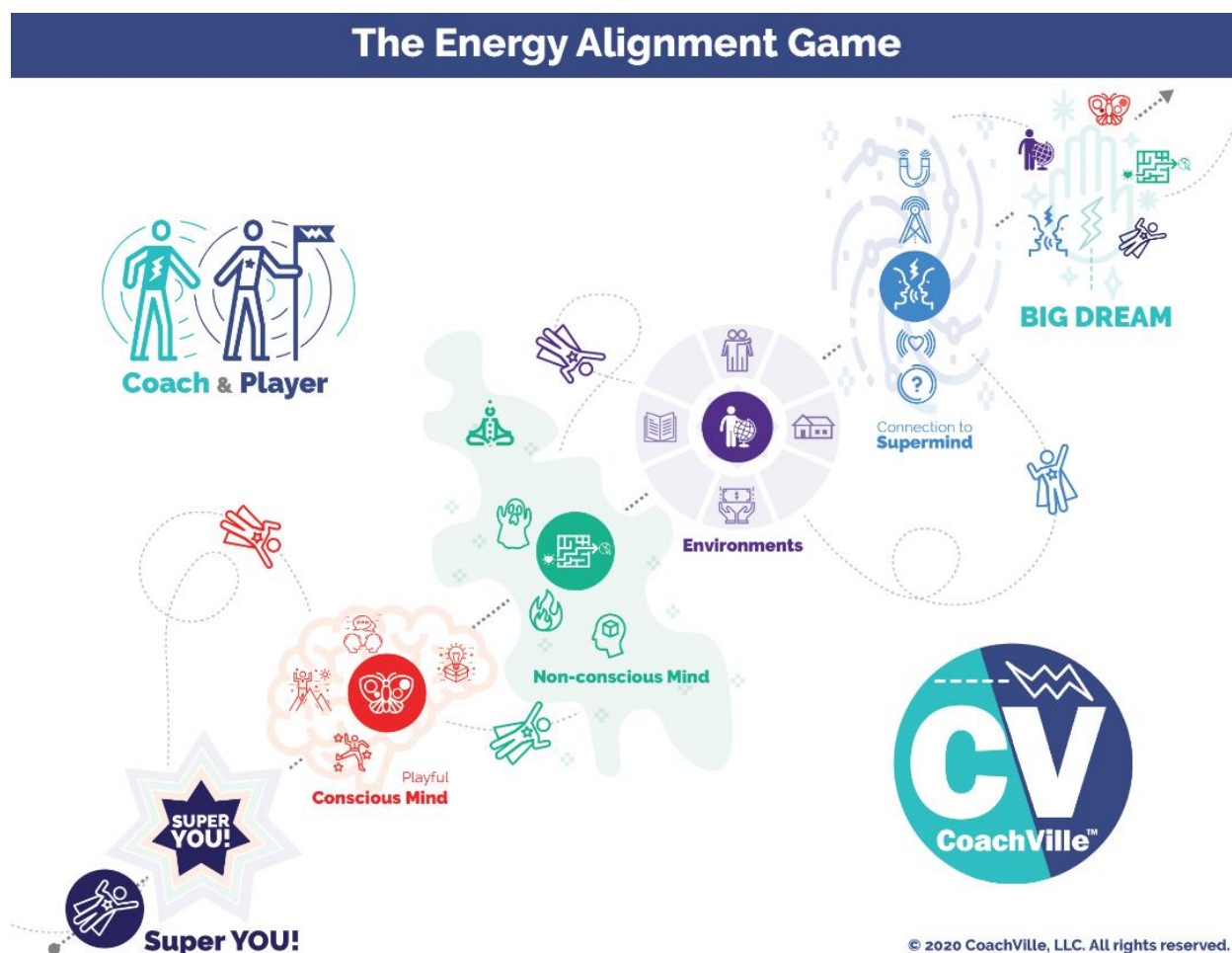
The “Game” is to align all aspects of YOU with your BIG Dream to create a state of flow.

Energy Alignment Game

SO MUCH FUN!! Learning about this concept was one of the pivotal moments of my life.

This definitely goes in the realm of play; as in something that you cannot control but you can influence with skill, strategy, imagination and playful effort.

One little note: There are MANY MANY ways to play with Energy so this is not intended to be a definitive guide.



Your BIG Dream

This is your vision of what you aim to accomplish, experience, express or co-create in the world. Your Dream comes from your hearts desires but is often sparked by what you see – or don't see – in the world around you.

Often our hearts dreams are a little mysterious; even to the one who has the dream.

Most BIG Dreams include an essence of contribution.

Next we will go to the lower left to explore all of the energies that we can align with your dream.

Super YOU

There is a next-level version of YOU that you must express fully and become in order to fulfill this big dream. This is a major focus of the Activate Your Superpowers Program.

One of the reasons your Heart has dreams is so that you can discover and express more of your abilities.

Playful Conscious Mind

There is a playful version of your focused thoughts and deliberate actions that you need to use in an intentional way to uplevel your skills to align with the new dream. Your playful conscious mind responds to the urge to become the next version YOU. Play is all about becoming. In the model hopefully you recognize the 4 symbols for the Pivotal Moments of Social Play that we explored earlier.

Non-Conscious Mind

Whoa, this is a big one. Your non-conscious mind is the power source of belief and desire within you. It is like an energetic bridge between the urge to become in your playful conscious mind and the need to belong in the environment around you. You will need to expand your body awareness; where your intuition and inner knowing live.

You will need to uplevel your relationship with fear from enemy to friend and a treasure map to your Superpowers. Your dream will need you to tap into your hearts desires for focus and fuel. You will need to cultivate belief in a whole new set of possibilities to align with your dream.

The non-conscious Mind is the main focus of the Pivotal Moment Coaching Technique that we will explore in Chapters 4 and 5... whew! We need it.

Environment

Your non-conscious mind - which is super focused on belonging - is in constant connection with your environment; especially the people and your social status with each person. You will need to uplevel many aspects of the world around you so that the powers of belonging, believing and becoming align with your dream. And as you unleash your Superpowers, you will need to find or cultivate an environment where it is safe for you to express them. Playing with a Life Coach will give you the courage to make those changes.

Connection to the Super Mind

There is a timeless web of human consciousness that we are all connected to. Through big questions, gratitude and intentional thoughts your dream can become a magnet for the insights, inklings, spontaneous awareness, opportunities and synchronicities that you need to live your dream. But be prepared, the Super Mind plays rough so you need to expect a tumble or two.

The pursuit of Flow

Your dream is calling you out into the world to discover a bigger contribution and more fulfilling joyful life. As you endeavor to align every part of your energy to the BIG Dream, it begins to FEEL – feel is the key word – more natural. This is called getting into the flow. It is not the ultra-safe under control routine. It is engaging, yet safe enough that the potential rewards seem worthy of the potential risks. This is when pursuing your BIG Dream feels less and less stressful and more and more fun!

Thomas Leonard used to call this “Superconductivity”. That is what we are playing for!

1.07) Prepare for Session #1 - Your BIG DREAM

On the right is a mini version is the BIG Dream Coaching Notes Sheet for Session 1.

It puts your Dream in the center and then offers 6 different explorations related to living this dream that your coach will explore with you in the coaching session.

Investing a few moments to contemplate each section prior to the coaching session can be a great way to get your imagination warmed up!

AND always be prepared to speak from the heart while co-creating with your coach. It is not a test and there are no correct answers!!

Here is a quick overview and then a few details:

- Describe your Big Dream
- How will it change lives for the better?
- Describe the superpowers you want to activate
- Describe the challenges on your Hero’s Journey (challenges are the catalyst to growth)
- What does playing at an elite level look like? (this is one of my favorites!)
This question reveals the Performance-Possibility Gap
- What are some activities to play for your dream?
- How will you activate the spirit of play?

Challenges are what make playing for your Dream a FUN growth experience! This may be a mindset shift for you because in the Industrial Age we got the impression that if we faced a challenge it meant that we were doing something wrong. Your coach is going to encourage you to really embrace challenges and talk about them with judgment-free awareness.

| Activate Your Superpowers Session #1 Notes | | Date: |
|--|-----------------------------------|-------|
| SESSION FOCUS: SHARE THE DREAM | Superpowers you want to activate: | |
| How will it change your life for the better? | Your Hero's Journey challenges: | |
| <div style="text-align: center;"> </div> | | |
| Growth Zone What did you learn... About playing for your dream? | | |
| About yourself and your Superpowers? | | |
| Play Plan: What are the actions / perspectives you will focus on? | | |

There are 2 types of challenges: Inner and Outer. Inner challenges are the doubts and fears we experience when we face risk and uncertainty. Outer challenges are when something out in the world is not going as planned. (HAH! This is most of the time.)

This leads us to the topic of **Growth**. Playing for your dream will present you with MANY growth opportunities. The key to growth is to let go of the Industrial Age mantra that you need to be perfect. Allow yourself to not know how to do things and see the opportunity to grow as a positive rather than an indicator that you are not good enough. **YOU ARE DEFINITELY MORE THAN GOOD ENOUGH**. Your coach will guide you as you step into these situations.

Fear is your friend! Fear is a fundamental human experience that is trying to keep you safe. You will experience fear often when you play for your dream. Again the BIG KEY here is to embrace it. Let go of the Industrial Mindset that fear is an enemy that you must conquer; it is not. When you experience some doubt or fear related to an activity in your dream, this simply reveals that there is some risk involved. Understanding risk and reward is essential to play.

This brings us to a BIG topic in all of our Coaching programs: the **Spirit of Play**. I shared with you a bunch of ideas about play in the Introduction to this playbook. The point I want to share with you here is this: the Spirit of Play IS inside of you. You were born to play. ALL humans play. **Play is: creativity, curiosity, resourcefulness, resilience, exploration, experimentation, imagination and innovation**. You are capable of all of these things. All we need to do is promote them to the front of your mind. We all have the inner urge to grow and become... and the way we grow and become is through play.

Your coach is going to ask you about the Spirit of Play a LOT! The key is to think about it with your imagination rather than the “get the right answer” mind that dominated our lives in school and work. With imagination your dream can come alive with new possibilities.

***** End of Player Playbook Chapter 1 *****

1.08) Coaching Notes Session #1

Refer to Coaching Guide Pages 7 – 9

Quick Prep!

This is a provocative conversation to deep dive on the player’s BIG Dream. It is most likely that NOONE has ever asked them this many deep conversations about their dream.

In every session you will make use of ALL of the Coaching Superpowers, but in this session we will focus our attention on 1) Purpose, 2) Permission and 3) Presence. (the top section of the trapezoid)

Here we go!!

Next I have pasted the Coaching Guide for Session #01 in here. Embedded in the text of the Coaching Guide are coaching notes for the section or question.

I have put the notes in a *Verdana italic grey font* so you can see the difference between the coaching guide and the *coaching notes*.

****!!****

WELCOME (and permission to coach)

1) WELCOME

SAY: "I am really excited about coaching with you. I can't wait to see what we co-create together."

ASK: Do I have your permission to be your coach today? Are you ready to get started?

{wait for them to say, YES}

SAY: "OK. Let's go."

This is the start of co-creating a Permission space; Coaching Superpower #2.

It may seem obvious, but waiting for them to say "yes" is important.

COACHING PLAN

2) EXPLORE THE BIG DREAM

SAY: We started talking about your Big Dream in our exploratory conversation. Our coaching plan for today is to go deeper into it and co-create the details of your BIG Dream.

ASK: Share with me (again) how you would describe your BIG Dream right now?

{Coach: listen and ask any curious questions that pop up for you}

ASK: What would it mean for your life if you were able to live this dream?

{Coach: listen. This is a question to find out about their purpose}

ASK: What is the opportunity for you to live some of your values?

{Coach: This is a question to find out what they value; part of Becoming Super YOU}

The BIG Dream

The BIG Dream is the focal point of all Life Coaching!

. It is also featured in the Energy Alignment Game model.

Here are a few general thoughts to be aware of in co-creating a BIG Dream with a player:

- *It is featured in the Human Journey with a Coach Model that is a focus of the Player Playbook and Audio.*
- *It is the focal point of the Energy Alignment Game model.*
- *Co-creating a shared dream with your player is the essence of Coaching Superpower #1: Purpose.*
- *Co-creating a shared dream with your player is the gateway into a coaching experience as seen in the CoachVille Coaching Framework.*
- *Dreams and purpose help our players access the human spirit of play that they are yearning to explore and express.*
- *Why Dreams and not Objectives? Objectives and goals tend to be very task oriented. As coaches we want to de-emphasize "project/task management". Yes we help our players organize their tasks if they need that. But that is NOT what we are focused on; especially not in the beginning of the relationship.*
- *Many people do NOT know their own dreams; so it may take several sessions of small steps for it to emerge.*
- *Also many people know their dreams but are afraid to speak of them because they don't think they are possible or valuable. Most people's dreams are squashed in the Industrial Culture. **It is up to YOU to revive them!***
- *Be patient and enthusiastic in the process of eliciting the dream. If your player changes course completely in session 3 or 4 that is OK; go with it. Often times a 6-week engagement like this is just the start of a long relationship; so this could be just the beginning.*
- *The quality that distinguishes a BIG Dream from a goal or objective is the vision to be a positive impact on other people in some way; A coach-able dream is an adventure that includes other people AND personal growth opportunities.*
- *Often players will speak about a goal that they can accomplish alone by completing tasks. Say: "this is a good place to start". AND... how can we expand it to include other people in some way?" (In the Coaching Framework this is providing challenge); AND if they just can't see anything beyond the small goal then you leave it alone and start there. (This is a Build Trust move; and you will nudge them out into the world in the future)*
- *Often while co-creating the BIG Dream you can add in the question: "How is this a growth opportunity for you?"*
- *Providing Judgment-Free Presence and Being There (Coaching Superpower #3) for a person while they start to speak their BIG Dream is a profound*

experience for many people. For many, no one has ever asked them about their dream. Be present to how special what you are doing really is!

- *The shared experience of Dream Speaking and Dream Listening is a catalyst to Build Trust (Coaching Superpower #2).*

See how much you have accomplished already! And we are just starting.

Another Coach Note here is that in this section you are co-creating awareness of the player's BIG Dream using the Co-create Awareness technique. While you will use this technique in every coaching session, we will go deeper into explaining it in Chapter 6.

The next section of the Coaching Guide is also based on the Co-create Awareness Technique.

3) Play Together ~ Explore the Performance-Possibility Gap

3) EXPLORE THE PERFORMANCE POSSIBILITY GAP

ASK: What are some of your abilities that you really want to focus on playing with and developing into a Superpower over the next few months?

{Coach: listen. It is OK if they are not too clear about this; part of Becoming Super YOU}

This is a mind shifting question for most people. We have been so trained to focus on completing tasks perfectly that we rarely consider playing with our abilities to expand them or developing our superpowers.

SAY: The reason I am asking these deep questions here is to get the feeling of your heart's desire. This is a hero's journey so there will be some challenges!

ASK: What are your thoughts about that?

{Coach: listen }

Here you are planting a seed that we are going embrace challenges and explore them as growth opportunities.

SAY: Next we are going to start talking about actions and experiences. And we want to create a gap that we can play with together between how you are playing now and how you imagine being able to play.

People RARELY consider the experiences they want to have; again we were trained to be task oriented and not to consider the experience. So this is a seed planting statement.

ASK: What would playing at an elite level look like for you?

{Coach: listen and ask any curious questions or observations that pop up for you this is a BIG Dream exploration into the Gap, desired experiences and growth}

This is one of my all-time favorite coaching questions! Expect to contribute your ideas to this inquiry and co-create the GAP with them.

Here you are planting a BIG seed that they CAN become the next version of themselves; that they are free to expand their abilities and even re-invent their identity!

AND that this will probably be required to live their Dream.

SAY: The coaching technique I am using is called: Plan – Play – Grow.

So each week we will create a play plan. Then you will go and play for your dream out in the world and then we will explore what happened and look for growth opportunities. In our next session we are going to get into the details of playing for your dream.

ASK: For this week what are some actions you can take to play for your dream?

{Coach: listen; be prepared to nudge them toward Social Play }

In the player playbook they have been introduced to Social Play: Relate, Create, Explore and Experiment. Listen to hear if they start to use this language to describe their actions. You can gently nudge them with the concepts of social play as well.

SAY: Let's co-create some ways you can bring the spirit of play into your actions.

ASK: Do you have any ideas?

{Coach: listen first. Then ASK permission. Then share any ideas popping into your mind.}

{IMPORTANT: when co-creating ideas the key is to let your imagination flow AND allow what you say to spark the player. It is not about coming up with the right answers. }

Engaging the spirit of play is an ESSENTIAL step in RE-HUMANIZING!!

This will likely be a RADICAL idea for your player. If it is they will probably draw a complete blank. If they have been able to maintain a small portion of their humanity they may have a few ideas.

The place to start is: creativity, curiosity, being in the moment, being in the joy of doing, have fun, explore, experiment to try new things or do things in a new way.

The more you embrace the spirit of play in your own life, the easier it will be to encourage and contribute to your player doing this.

GROWTH MODE

4) *GROWTH MODE*

Growth Mode is about reflecting on what you just did together – in this case co-create awareness about the player's BIG Dream and Performance-Possibility Gap.

Reflecting together is another powerful way to Build Trust because you are in a shared experience.

SAY: “OK, this is a good time to switch into growth mode”

ASK: “What did you learn about playing for your dream (your situation) today?”

{Coach: listen}

ASK: “What did you learn about yourself in this conversation?”

{Coach: listen}

SAY: “Can I share an observation?”

{Coach: share an observation about your player's superpower potential and the pursuit of their dream}

You really need to be ready to speak from the heart here!! The player wants to know what you have been observing in them during the session.

This is probably the biggest challenge in coaching: to participate in the co-creation AND observe the player at the same time; and then be able to articulate what you observed in the moment. This can be an “Abera Ca Dabera” moment! That is ok. Trust that when you speak from the heart you will create value.

It is possible that you shared observations all along in the session. If this is the case then you can re-state something you said earlier and add something to it; or emphasize it in a new way.

ASK: “How do you feel about your clarity of your Dream and Action Opportunities?”

{Coach: listen and share}

This is an important question because it connects the dots between the stated intention at the beginning of the session and what happened in the session.

This is a good habit to get into.

Note that in the first two sessions you will set the intention for the session.

Starting in Session 3 you will set the structure but you will co-create the growth opportunity to play with together.

PLAY PLAN (the days ahead)

5) PLAY PLAN THE DAYS AHEAD

SAY: “OK, let’s make sure we have a Play Plan...

ASK: “How can you use what you learned in our session in the days ahead?

{Coach: listen}

This may be obvious based on the experience of the session. It is still valuable to speak it clearly. OR if the exploration was wide ranging this will give your player the opportunity to clarify and speak their intentions.

ASK: “What are the actions (or perspectives) you will focus on?

{Coach: listen}

You can adapt this question on the fly.

It is possible that they clearly stated actions in the last question; if so, you can skip it.

It is possible that there wasn’t a lot about action in the conversation but more about how they see themselves. In this case you can ask about perspectives.

The Play Plan section is part of the Play – Plan – Grow Technique that we will explore in Chapter 2.

It utilizes Coaching Superpowers by the same names:

Plan – Goal Setting

Play – Design Actions

Grow – Manage Progress

ASK: “How will you keep our play plan alive between now and our next session?

{Coach: listen their need for support or structure}

This question is about structure and follow through; it is also about keeping the coaching alive and “top of mind” in between sessions.

One GREAT way to do this is to encourage them to use the weekly playsheet with the 4 areas of Social Play.

You can also ask them to take a photo of their filled in sheet and send it to you to create a deeper level of connection.

If they have another way that they want to keep their play plan active then that is great as well.

SAY: “My challenge for you between now and next week is to bring the spirit of play to as many of your actions and experiences as you can.

ASK: “Can you do that?”

Wait for them to SAY: “YES!”

SAY: {Share a supportive observation about the player’s progress in the session}

6) ENDING

SAY: “Great! Have a great week of play. Talk to you soon”

NOTE: if you want to stay connected with them via text or email, you can confirm those details with them.

ALTERNATE ENDING

SAY: “Great! Please keep me tuned in to your progress by {connect tool}. I want to hear from you. OK? Have a great week of play. Talk to you soon”

In this first session you may want to talk about how your player can stay connected with you.

By all means, YOU can say how you like to stay in communication and let the player know what that is. Me, I LOVE getting texts from my players.

****!!****

The big picture on BIG Dreams {flesh this out a bit

Coaching Framework

Human Journey with a Coach Model

The focal point of the Energy Alignment Game

Coaching starts here: A Dream to Believe in.

WOOO HOOOO! That was fun.

1.09) Coaching Notes about the Structure of the Coaching Sessions

All of the coaching sessions in this guide follow the same structure / flow.

We will detail this flow with the player in Chapter 2 but I want to give you a preview here because it is woven into each of the coaching guides.

1) Welcome and permission to coach

2) Co-create a Coaching Plan for the session

> Always ask about their BIG Dream

> This is where you establish the coaching “Agreement” for the session.

This is an essential ICF Core Competency for scoring a PCC Practicum and Certification recording.

3) Practice / Play Together

This is the focus of the session.

This is where you and your player co-create a growth experience by playing together!

Always remember: you are not doing coaching TO them or FOR them; you are doing coaching WITH them.

4) Growth Mode

Session wrap up where together you capture growth from the session.

This is where you connect the dots between the coaching agreement for the session and the experience of playing together.

Pay special attention here. NEVER assume your player got the growth in the session that you think they got. Specifically asking about it – and your player speaking it - dramatically increases the value of the session for the player. Often a player won’t notice their own growth until they SAY it.

The Growth Mode questions are also essential for scoring a PCC Practicum and Certification recording; assuming you come close to co-creating the desired growth from the **Agreement** at the beginning of the session.

5) Play Plan (the days ahead)

Mastering this structure will help you provide a great coaching session every time. And as I said a few times here, it will also help you score high on the assessed Practicum and Certification recording.

1.10) *We are the champions of dreams!*

In 2020 we upleveled our tagline at CoachVille to: “We are the champions of dreams!” because it truly captures the heart of what we do as Life Coaches and the purpose of CoachVille in the world.

It evokes the spirit of play and the power of imagination.

It connects with the notion that EVERYONE has a dream in their heart... a dream to experience more, become more, impact more. Those dreams might look like objectives in the business world or performances in the art world or goals in the athletic world... but they are ALL dreams.

And we must embrace the truth and the challenge that most people have had their dreams squashed or sidetracked by the Industrial Age culture.



As a Life Coach in the world, YOU are the one who cares deeply about the dreams of everyone you know. You want to be the one who the folks in your tribe think of when they want to celebrate a win... or when they realize they need a guide on the journey!

You want to be the one who reaches out to your circle to: check in on how their dream is unfolding. Be that person – the person who knows and cares about everyone’s dream – and you will flourish in life.

Another BIG point here is just how BADLY people in all walks of life want to live for their dreams... to PLAY for their dreams... to live a co-creative life with others AND on their own unique terms.

I am writing this new version of this playbook in 2020 – deep in the experience of global pandemic. I see this time as a massive wake up call for humanity... that there is a better way to live than the Industrial Age / super consumer grind. The misery of the 20th Century Industrial Age is the end of a long sequence of unfortunate unintended consequences of what seemed like good ideas at the time. For example:

Wouldn’t it be great if all children got the same standardized education... turns out... no.

Wouldn’t it be great if everyone had a routine job where they can do the same thing every day and nothing ever goes wrong... turns out... no.

We can make a new vibrant world where we experience aliveness and wonder; where our uniqueness is fully expressed and celebrated!

BUT it is not going to happen by itself. We need to co-create it AND for the next many years we will need to push HARD against the status quo of the last 140 years.

WE are the champions of dreams because YOU are the champion of dreams.

Let’s Play!

1.11) Coaching Superpower #1 - Purpose

- **Tag Line: Share Your BIG Dream**
- Original ICF Core Competency #2 Establish the coaching agreement
- 2021 ICF Core Competency #3 Establishes and maintains agreements
- Essential Skill for developing a coaching relationship

Introduction

All coaching begins with a shared Dream. The purpose – AKA the big “why” - is the foundation for the big dream that the player wants to play for; because to play bigger in the world, you need a bigger purpose.

As a Coach you also need a bigger why that is the foundation of why you are coaching in the first place. When both coach and player are willing to openly share with each other what their purpose is and what they believe is possible they can find the resonance that ensures that there is a good match between coach and player.

Learning Objectives

With the Purpose Superpower:

- You will engage in powerful, potentially life-changing, conversations.
- You will start your coaching relationships with a strong foundation.
- You will understand the 3 Layers of Agreement in a Coaching Relationship

What are the general truths about Purpose?

1. We are all yearning to live in alignment with our purpose; our bigger why.
2. Our Bigger Why can evolve and expand as we grow.
3. When we know our Bigger Why everything feels easier because we can let go of thoughts and activities that are not in alignment with it.
4. Another way of saying “Bigger Why” is: “This is what I believe is possible...”
5. When you interact with others in alignment of a shared purpose it creates a profound sense of belonging. These people can become your Dream Team!
6. Finding a shared purpose with someone shows that you care about them as “a person”; more than simply “a worker” who can complete a specific task.

How to use the Purpose with your players...

The Purpose Super Power includes the Coaching Skill of Agreement. There are 3 Layers of Agreement in a coaching relationship.

- 1) The Agreement to enter into a coaching relationship; with the corresponding details about the structure of the relationship often in a written agreement signed by both coach and player.
- 2) The Agreement of the general direction of the coaching relationship; this is what we call the shared dream and it can evolve and emerge over time.
- 3) The Agreement of the focus of each coaching session which will generally be co-created between the coach and player at some point in the first third of your planned time together. This concept overlaps with the Coaching Plan which is also covered in Coaching Superpower #4 Plan.

The BIG Dream is about shared Purpose. So it begins with the Coach sharing their dream of why they are coaching and who they are coaching. This is often how a Coach or Coach Approach Leader attracts players in the first place.

You share your purpose by stating what you believe is possible and the impact you aim to have in the lives of other people.

When you first start a coaching relationship you can ask your player – or your potential player – BIG Dream questions. Examples include:

- What is your BIG Dream?
- Why is this Dream important to you?
- Why do you want to play better?
- What are some experiences that you aim to co-create with others?
- Who do you aim to become as you play for your dream
- How do you aim to impact others as you play for your dream?

“Why” questions are tricky. Proceed with caution!

There are some WHY questions in the realm of Purpose. Often Purpose is referred to as the “BIG WHY”. This can be a bit tricky since “why” questions are also used when “demanding” an explanation for something, as in “Why did you do that?” This means that your tone is very important.

When your player shares about something they want to do, you can set the stage for shared purpose by stating your intentions: “I would love to dive into your deeper purpose here. Is that OK?” Then ask your Big Dream questions.

(Note: This is an example of the Permission Superpower that we will explore next)

Another tricky thing about Purpose is that it is not something we have been encouraged to explore or express with any depth. So the thought of it can take many people out of their comfort zone. Our “Why” does not usually come from a logical thinking place, it is a blend of a feeling “inner knowing” place with an expansive “joy of oneness” place.

This is where you can experience the power of Coach Approach – Co-creative Conversation. By being WITH the other person in the conversation they can explore this new territory and put into words something that was only a “feeling” or an “inkling”. Remember: Abera Ca Dabera – I Create As I Speak - It is powerful.

Example of Shared Purpose

Here at CoachVille we share our BIG Dream by stating: Our shared dream is to uplift the Human Family one person at a time; from the tyranny of hierarchical control into the egalitarian joy of co-creative play.

Since you are here participating with us, it is likely that you share this purpose. You are here because you believe it is possible just like we believe it is possible.

As a Coach Approach Leader you will share something that you believe that will create a bond with the people that you will coach: employees, advocates and customers.

A note for managers becoming Coach Approach Leaders

You have people on your team. Some of whom are working for you for “the purpose” of doing their job and collecting a paycheck. This is your opportunity to initiate a deeper, more personal, conversation. Most likely they will be delighted to find out that you care, but they may also be freaked out.

Benefits – How does the Bigger Why make you a better coach?

1. Shared purpose is the foundation of belonging.
2. Shared purpose creates the space for deeper conversations and bigger possibilities.
3. Shared purpose fosters loyalty.

How do you know if you're getting it?

1. You find yourself naturally exploring shared purpose with people in conversation.
2. In coaching conversations you easily flow into explorations of the Bigger Why.

What are some common mistakes to avoid?

1. Skipping this step and just jumping into the details.
2. Taking an initial statement of purpose at face value without exploring it deeper.
3. Thinking you have to fully understand their purpose before you can start coaching. You have to learn to “get the basic idea” or “get a feel for it” vs. needing to intellectually understand it in gory detail.
4. Thinking that your players Bigger Why will stay the same forever. Hint: most likely it won't.

Basic Skill: Establish Coaching Agreement

Ability to co-create the agenda for the relationship AND each conversation

- a. Ability to blend the desired outcomes of the player with your abilities and strengths as a Coach
- b. Always looks to the player first for the objectives of the game
- c. Challenges the player to play bigger without attachment
- d. Shares thoughts about what is practical or winnable without dampening the players enthusiasm
- e. Checks in with the player for the agenda of the conversation while holding true to the objectives the player has set

1.12) Coaching Superpower #2 - Permission

- **Tag Line:** Control -> Influence -> Vulnerable
- Original ICF Core Competency #3 Establish trust & intimacy
- 2021 ICF Core Competency #4 Cultivates Trust and Safety
- Essential Skill for developing a coaching relationship

Introduction

Coaching is a non-hierarchical relationship! You cannot **CONTROL** your player. Hah, the truth is that you can't control anyone over the age of 12 without pretty serious manipulation; but that is a different conversation. The beauty of the coaching relationship is that it begins with this truth rather than the illusion of control.

While you cannot control your player, you can influence them but **ONLY** when you gain their trust.

A powerful step in the direction of a Permission-based relationship is the willingness of both individuals to be vulnerable: to share deeper truths and be open to the influence of others.

Learning Objectives

With the Permission Superpower:

- You will discover a powerful way to build a bond of trust very quickly
- You will learn how to create a safe space for play, practice and co-creation
- You will discover how shared experiences build trust very quickly

What are the general truths about Permission?

Permission is about asking rather than assuming.

1. Permission creates a safe space of mutual respect.
2. Permission creates a safe space to share, explore, experiment and grow.
3. With Permission you can take bigger risks in the conversation.
4. Permission is a “trust accelerator”.

How do you use the Permission Superpower?

From a practical perspective this begins with the simple yet powerful act of “asking permission” before moving forward in the coaching conversation. It might seem a little formal – and at first it is – but it creates a powerful bond of mutual respect.

Examples:

- “Do I have your permission to be your coach today?”
- “Can I ask you a question?”
- “I have an idea for you that might be outside of your comfort zone. Can I share it with you?”
- “Can I offer you some feedback?”
- “Can we go a little deeper on this topic?”
- “Can we move on to a new subject?”

Important: After you ASK for permission, WAIT for permission to be granted before you move ahead.

Permission Accumulates

The permission between two people builds over time in a conversation AND in a relationship. This will speed up your conversation flow. But remember that the bandwidth of your “conversation pipe” is 100% reliant on the permission that you have accumulated. Do not take it for granted.

So you will ask permission more in the beginning of a session than you will at the end.

You will ask permission more in the beginning of a relationship than you will as the relationship grows.

Once you get permission to ask questions, you don’t need to ask permission every time before asking another question. (see point #3 below)

Once you get permission to share your insights you don’t need to ask permission every time before sharing an insight. (see point #3 below)

Once you have permission to explore a particular topic that permission carries you through that phase of exploration.

However, there is a BIG caveat here! It is very wise in any relationship, but especially a coaching relationship, to re-affirm permission on a regular basis.

It is a good idea to ask permission whenever you:

1. Want to change directions in the conversation
2. Broach a topic that is new between you
3. Go a little deeper – aka more personal – in what you are asking or sharing

Knowing when to re-ask for permission

There is a feeling you will get when you know you need to re-establish permission with your player. It is hard to describe; it is subtle. You just know. But here is the thing: asking permission is so easy to do. So if you are feeling any disconnect in your bond with

your player in the conversation or in the relationship, ask permission before taking the next step. It works wonders!

Hint: that is why it is a Coaching Superpower!

Control -> Influence -> Vulnerable = a path of transformation

This is a powerful progression in any relationship, but it is essential in a coaching relationship if you are playing for transformational results.

Most Industrial Age Relationships are built on a foundation of “someone has to be in control”. So it begins with the immediate transformational shift from control to influence. Here you acknowledge that control is an illusion at best and a manipulation at worst.

Influence is when you allow your thoughts, actions and choices to be moved in a new direction or expanded in some way based on your interactions with another person.

Being a positive influence requires trust and is typically built on a foundation of shared purpose. (SEE the Superpower Bigger Why!)

Next is the shift from influence to vulnerable. Vulnerability by choice is opening a deeper access into one's thoughts, feelings, perspectives, choices and actions.

While influence often begins as a one-way street between the coach and the player, vulnerability requires two-way exchange of deepened influence. This is the deepest and most profound form of relating where both individuals are willing to be vulnerable to the positive influence of the other while maintaining their own sovereignty.

When both the coach AND the player choose to be vulnerable in the relationship, truly transformational conversations and experiences can occur.

Permission is the way out of the “hidden agenda” syndrome

One of the biggest challenges in a coaching conversation or coaching relationship is when the coach has a “hidden agenda” with the player. This is when the coach feels that the player should do a certain thing, or feels that the player should think a certain way; AND then doesn't share this with the player. Then what typically happens is the coach's agenda “slips out” in the questions they ask or the ideas they share. The coach tries to covertly guide the player to seeing it or doing it “their way”.

This is a big coaching mistake with a very simple solution!

Get permission, and then share your agenda with the player.

- Having an agenda is OK.
- Having a hidden agenda is NOT OK.

Once you share your “agenda” you can have a lively and thoughtful exploration about it and the player can choose if they are in favor of your agenda or not.

If your player is not in favor of your agenda, aka your approach, idea, belief etc., then it is up to you to “let it go” for now and let your player play their own way.

Often when your agenda does not quite fit the player, it does influence the player to improve their own play plan in some way. Often hybrid plans that are even better than what either of you would create alone are co-created in these conversations.

What to do in a Coach Approach Leader + Manager Scenario

The truth about business operations is that there are some things that must be done in a particular way. When you are coaching an individual AND managing them at the same time, there may be times when you need to insist on your player doing something (or not doing something) because of organizational protocols. When this happens you have to let your player know that you are shifting into “manager mode”.

Remember:

You manage workers and tasks and protocols for completing tasks the “right way”.

You coach players and the co-creative pursuit of shared dreams, desired experiences and results in the world.

Whenever there is a right way or wrong way to do something, you need to manage the person, not coach them.

As an additional note: many athletic and performance art coaches are more like managers than coaches.

Benefits – How does Permission make you a better coach?

- Asking permission creates a strong bond of trust and respect between coach and player.
- Asking permission keeps you aware of the needs and desires of your player.
- Asking permission helps you avoid making assumptions.

How do you know if you're getting it?

1. You ask permission early and often in a conversation / relationship
2. You “just know” when “the bond” between you and your player is weakening and intuitively ask permission about something to strengthen it.
3. You can sense when what you are about to ask or share is going to a “new depth” and you intuitively ask permission first.
4. The depth of your coaching relationships continues to build. You can tell that your player trusts you more; is willing to share more of the “REAL” truths, challenges, needs and opportunities.

5. Your players start asking YOU for permission to ask and share.
6. As the coach, you can be vulnerable in a conversation without making it “about you”.

What are some common mistakes to avoid?

1. Assuming that you have permission from one conversation to the next; one topic to the next.
2. Not waiting for the player to grant permission when you ask for it.
3. Mistaking being vulnerable for “dumping your junk” on the table.
4. Saying something like: With permission I want to tell you X, Y, Z and never actually waiting for the permission.

Basic Skill: Trust & Intimacy

Ability to create a safe, supportive environment that produces ongoing mutual respect and trust

- a. Shows genuine concern for the player's welfare and future,
- b. Continuously demonstrates personal integrity, honesty and sincerity,
- c. Establishes clear agreements and keeps promises,
- d. Demonstrates respect for player's perceptions, learning style, personal being,
- e. Provides ongoing support for and champions new behaviors and actions, including those involving risk taking and fear of failure,
- f. *Asks permission to coach player in sensitive, new areas.*

1.13) Coaching Superpower #3 - Presence

- Tag line: Judgment-Free Awareness
- Original ICF Core Competency #4 Coaching Presence (AKA Be there!)
- 2021 ICF Core Competency #5 Maintains Presence
- Essential Skill for developing a coaching relationship

Introduction

Judgment-free Awareness is an “inner state” that manifests in a powerful place of presence. In this place you can see what is happening and “not happening” and move gracefully toward your vision or ideal.

The state of Judgment-free Awareness is the best place to be when learning something new or in any endeavor where you want to get better at doing at something.

The BIG idea is that “judgment”, and specifically judging oneself or someone else harshly for “doing it wrong”, dramatically slows down the learning process because it is not safe to play. We grow by playing.

Practicing judgment-free awareness with oneself and teaching it to your players is one of the essential practices of coaching; and a huge gift to humanity!

Hint: the Industrial Age culture is all judgment all the time!

Learning Objectives

With the Judgment-Free Superpower:

- You will discover another powerful tool for building a bond of trust.
- You will learn another powerful tool for creating an environment of co-creation.
- You will learn how to use JFA to become a “fast-learner”.

What are the general truths about Judgment-Free Awareness?

1. The concept of judgment-free awareness was first popularized by Timothy Gallway in a groundbreaking coaching book: “The Inner Game of Tennis”. It was soon realized that it had many applications off the court.
2. Judgment-Free Awareness is more essential now than ever as we move out of the Industrial Age of Work into the Connected Age of Play. The more we play, the more we need JFA. (Judgment-Free Awareness)
3. Judgment – the practice of looking for what is wrong – is a learned behavior; mostly from our experiences in Industrial School where our ability to reproduce “right answers” was trained and tested and we were “punished” for mistakes.
4. Cultivating JFA is an ongoing practice similar to “mindfulness”.
5. Being judgment-free does NOT mean you lose your abilities for discernment or preference.

How do you use the Judgment-Free Awareness Superpower?

First we will explore this from the perspective of the player:

Most likely, you will need to teach this concept to your players.

Judgment-Free Awareness begins with clarity of the play actions and the intended results and experiences of those actions.

Then the next step is to engage in the actions and SEE what happens and doesn't happen from a place of curiosity. As in: "Oh, that's interesting. I did "X" and this is what happened..."

If you maintain curiosity, you can naturally adjust your action, trying something different each time as you move naturally in the direction of your vision; learning quickly from everything that happens and doesn't happen.

In this playful "state" you are open and resourceful; you are OK with not knowing; OK with not getting the results you desire this time; OK with "failing". You are joyfully in pursuit of your vision. You are joyfully getting a little better every time or at least learning something every time.

OK, that is the ideal; but it doesn't usually go quite that way! Since we grew up in the Industrial Age of "there is a right and wrong way to do everything" / zero defects / "do it right the first time or don't do it at all", after a few attempts that do not get the desired result, we want to quit.

This is known as the "perfection trap".

So the key is to notice the "judgmental thought" and be judgment-free about it. As in: "Oh, how interesting, my mind just went into judgment about what happened. Make a note of it and plan to explore it - with everything else – with your coach. Then get back into playing for your dream!

After a period of time where you take actions in pursuit of results – explore and evaluate everything with your coach. Feedback is the breakfast of Champions. Evaluation of play is a super fun creative process when in the space of Judgment-Free Awareness. Evaluation with a coach is WAY better and WAY easier than sitting alone trying to sort through the feedback by yourself.

What Judgment Looks / Sounds like.

Keep in mind here that we are not talking about judgment in the form of "good judgment" which is the discernment of the best way to approach a situation.

We are talking about the judgment that is **"an argument with reality"**.

In other words:

- "That should not have happened like that."
- "This should not be happening."
- "Why is this happening to me?"
- "What is wrong with me?"
- "Why can't I get this right?"

- “That was a terrible mistake.”
- “I screwed that up big time.”

You get the idea!

From the Coach Perspective

There are two parts to this.

1) When you are in a coaching conversation with your player, be on the lookout for them going into judgment about themselves or their situation. When you notice it, call attention to it and introduce them or remind them about the power of judgment-free awareness. Guide them to a place of open curiosity. Openly explore tensions or pressures that come about why something needs to start happening NOW... or else.

2) Notice when you, the coach, have gone into judgment about the player, or the player’s situation. Address it as soon as you notice it.

How to notice that you have gone into judgment about your player:

1. You will notice this initially as a feeling of agitation or pressure that something needs to be different than the way it is.
2. You will notice yourself guiding them or steering them toward your vision in a way that feels forced or manipulative.
3. You will have a feeling that you KNOW what they should do and you are going to get them to do it your way; even if you have to do it with leading questions.
4. You will have a thought that you don’t “approve” of something that they are doing.
5. You will feel a performance pressure to get them going because soon they won’t be satisfied with your coaching because of the results.

What to do when you go into judgment with your player:

1. Call “time out”! Yes, life and business coaches can call “time out”. ;-)
2. Call yourself out. Say: I just noticed that I am having a judgment about you / your situation. Can I share it with you? After they say “yes”, share your judgment as straightforwardly as you can.
3. Ask your player what they see about it?

For example: Did they have a similar judgment?

Does it spark any insight for them about their situation?

It is quite possible that your player noticed some tension building, or noticed some weakening of “the bond” mentioned in the Permission Superpower. They will most likely be grateful to have your “judgment” on the table.

4. Explore it together in any way that feels right to your player. Remember, it is NOT about you, it is about what THEY need to play better.
5. Let it go! And get back into judgment-free mode and your players dream.

Benefits – How does Judgment-Free Awareness make you a better coach?

1. When your player knows that you are actively seeking a state of Judgment-Free Awareness they will feel a very strong bond of belonging with you; they will safe to practice, play and grow.
2. Your players will share more deeply, more easily when they know they can count on your judgment-free awareness.
3. You will have much greater “coaching presence”. You will see more and hear more.
4. Your players will become more resourceful and YOU will become more insightful.

How do you know if you’re getting it?

1. Your players start to call themselves out on going into judgment.
2. When you call yourself out on going into judgment your players get great value. And/or find it amusing.
3. You notice your players becoming more resourceful and more excited to share about what they are learning from their successes and messes.
4. You notice yourself becoming more aware and insightful. You can start to “hear energy” and tone and other subtleties.
5. You and your players find learning new things to be really fun and engaging.

What are some common mistakes to avoid?

1. Being afraid to call “time out”; This is being afraid of being judged by your player.
2. Going too far in pointing out judgment and becoming the “judgment-free police”

Basic Skill: Coaching Presence

Ability to be fully conscious and create spontaneous relationship with the player, employing a style that is open, flexible and confident

- a. Is present and flexible during the coaching process, dancing in the moment,
- b. Accesses own intuition and trusts one's inner knowing - "goes with the gut",
- c. Is open to not knowing and takes risks,
- d. Sees many ways to work with the player, and chooses in the moment what is most effective,

- e. Uses humor effectively to create lightness and energy,
- f. *Confidently shifts perspectives and experiments with new possibilities for own action,*
- g. *Demonstrates confidence in working with strong emotions, and can self-manage and not be overpowered or enmeshed by player's emotions.*

1.14) Coaching Mistake: Bland

From Thomas Leonard's collection of 50 "Coaching Mistakes and How To Avoid Them; Less Oops. More WOW!"

Bland

- a. The coach is weak or lame. The player becomes bored.
- b. Using cliché's instead of fresh observations. This indicates to player that the coach is not really involved.
- c. The coach is passive instead of being a collaborative partner.
- d. Thinking if you just breathe; everything will be alright. If this were enough, why have a coach?
- e. The coach is weak, timid and wimpy instead of showing confidence and strength. Great coaching involves leadership as well as support.
- f. The coach is easily sidetracked by diversions. Some players become very skilled at steering the session away from core issues.

1.15) Class #1 Prep

{grab from leader guide}

Welcome to the class!

Abera Ca Dabera = I Create As I Speak

Be prepared to participate in class!

What does coaching mean to you?

Come to class prepared to share your experiences of BEING coached.

Question: What have your coaches meant to you?

Coaching Superpower: Bigger Why : Share Your Purpose

BIG DREAM = ALL coaching relationships begin with a shared dream

Question: What is your BIG Dream right now?

Coaches: Prepare to practice with a few reminders...

Follow the guide!

This is practice ~ like a speed drill – it's not about doing a perfect coaching session.

This may come as a surprise, but simply asking the questions in the outline can be life-changing for your player. And while going with the flow of the questions, look for opportunities to co-create a life changing conversation using these 3 “Superpowers”:

SUPER IMPORTANT: When you are the player, do NOT read the outline. Put the outline aside and just BE a player with a coach.

Chapter 3 – Co-Create Growth

Focus: Plan – Play - Grow

“We’ve been playing games since humanity had civilization – there is something primal about our ability and desire to play games.”

-Jane McGonigal

2.01 Chapter #2 Prep (Add the links)

Almost everything we do as a coach is connected to co-creating growth experiences; to facilitate the growth that the player needs to live their dream. The player's vision of themselves playing better and having new experiences – the performance-possibility gap - is our guiding light.

In Chapter #2

We will explore the Coaching Theme: Growth

We will explore the Play-Plan-Grow technique and the RACECAR Model

We will explore the 7 Social Fears that arise from the 4 types of Social Play

We will explore the Playful Conscious Mind portion of the Energy Alignment Game

We will explore the Coaching Guide for Session #2

We will explore these Coaching Superpowers:

- #4 Plan ~ and Goal Setting
- #5 Play ~ Design Actions
- #6 Grow ~ Manage Progress

Before Class

Read through the complete coaching guide for Session #2 (Page X)

(this is a link to the PDF with the complete set of coaching guides)

[Listen to this Player Prep Audio to prepare for Session #02](#)

(this is a link to the SoundCloud Audio)

Playsheet Pack: Print 2 copies of Page X

Listen to the Coaching Demo of Session #2

(Coach Dave and Player Mary)

The name of each Chapter is based on the focus of the coaching session with our player – in Chapter 2 it is The Plan-Play-Grow Technique.

The theme of each Chapter is based on the Coaching Superpowers Model – in Chapter 2 it is Coaching for Growth.

2.02) Coaching Theme - Growth

Tag line: Playful Experiences

The middle row (Red'ish) of the Coaching Superpowers Model.

A keyword for this section is the Performance-Possibility Gap and we see the symbol of the player with the star of their shirt - Super YOU - flying across this section! (Fun) This is the symbol of a person who has the courage to express their unique Superpowers for the good of others.

The three Coaching Superpowers in this section are the skills needed for the Plan-Play-Grow coaching technique.

BIG QUESTION

How do we guide a player intentionally toward playful growth experiences; especially when growth is often uncomfortable and the entire Industrial Culture is working to lull us into numbed comfort and servitude with entertainment, consumerism, alcohol and limitless distractions and addictions.

A Quick Background

A core principle of Life Coaching is that we humans are not “fixed” or static. While we can choose to stay the same we can also choose to change or uplevel. We can choose to grow to accommodate the needs of our dreams. And we can also allow ourselves to emerge; we can allow desired changes to emerge from within us as we pursue our dreams.

Much has been made of the book “Mindset” by Carol Dweck that featured the distinction between growth mindset and fixed mindset; with the presumption that growth mindset is better. I am going to share with you a slightly different perspective: ALL humans are born with a growth mindset.

If a person is presenting characteristics of a fixed mindset that is a consequence of the trauma we all suffer daily in the dehumanizing Industrial Culture; especially compulsory education. Based on their unique characteristics some children fare worse than others in the normalized non-stop trauma of school.

If a person is presenting characteristics of a growth mindset that is only because they were able to hold on to a sliver of their growth potential through a similar set of traumatic experiences.

Either way... I can almost guarantee that to play full-on for a BIG dream will require much more growth capacity than even the growth mindset folks have maintained.

As Life Coaches we are charged with restoring the full on joyful growth capability that all of us Humans are born with.

Also, what most people refer to as growth in the Industrial Age is acquiring some new information; reading some new books or going to a seminar. HAH! Human growth is NOT about information. (Sorry! If you thought you were growing while reading this book... not

quite. But we are doing something important together which is preparing the space for growth)

Playful Experiences

From the definition of coaching we know that it is guiding a player in pursuit of playing better for their dream.

When you help someone play better, you are guiding their growth.

We grow by playing. By playing with coach we grow easier, better and faster; you coach by practicing with the player and observing them. Based on these observations you understand where they are “on the path” and then you orchestrate the practice to provide a growth experience.

As the coach you will co-create with your player the vision of playing better. In some cases your player will have the vision with the details of how they see themselves playing better. For others they may have an image of experiences that they desire but no ideas about the growth required to get there.

As a coach, either scenario is great. You start with your player where they are and guide the growth adventure from there.

Growth is about DOING things that you have not done before or doing something in a new way; risking mistakes, messes, disappointment and more.

Growth is about expressing a part of your SELF that you are unfamiliar with or uncomfortable with; sometimes a part of your SELF that got you “in trouble” in the past.

Growth is about seeking new experiences.

How do we guide another person into the unknown?

Gradually! And by walking beside them.

The Human Superpower – The Urge to BECOME

Playfulness - Your player can choose to use their “Urge to Become” proactively by activating their playfulness. This will open up possibilities for growth in actions and abilities.

Abilities – Your player can choose to play with their superpowers for impact; your players’ superpowers for impact can emerge as they play; especially in the face of challenges.



The BIG Intentions

Co-create a playful experience where the player can practice new ways of being; new perspectives; new possibilities.

Co-create a playful experience where the player can practice new actions with new skills.

Co-create a playful experience for BOTH the coach and player to play with expressing their Superpowers.

Co-create a playful experience where BOTH the coach and player don't feel a need to be perfect or have it all figured out.

Co-create a playful experience where the coach can share observations that come from experience or knowledge.

Co-create a playful experience where the Coach can become more playful and grow while they are coaching.

More BIG Questions to Wonder

With our minds and patterns so indoctrinated into the Industrial Perfection trap how do we co-create a playful experience where we feel free to practice, experiment, not know exactly what we are doing, make mistakes, have fun and grow?

With the Industrial Marketplace flooded with so much hype about being the expert, how do we create value from our experiences, knowledge and abilities without telling our players exactly what to do? Because we know that our way will not work for them most of the time.

How do we guide someone when often we have no idea what will happen next?

Find the sweet spot with each player

Between Imagination and Structure

Some players have access to vivid imagination and need to balance it with a little structure. (These players are rare because the Industrial Age rewards massive structure and thwarts imagination)

Some players have the ability to create structure but lack the imagination to play and express possibilities.

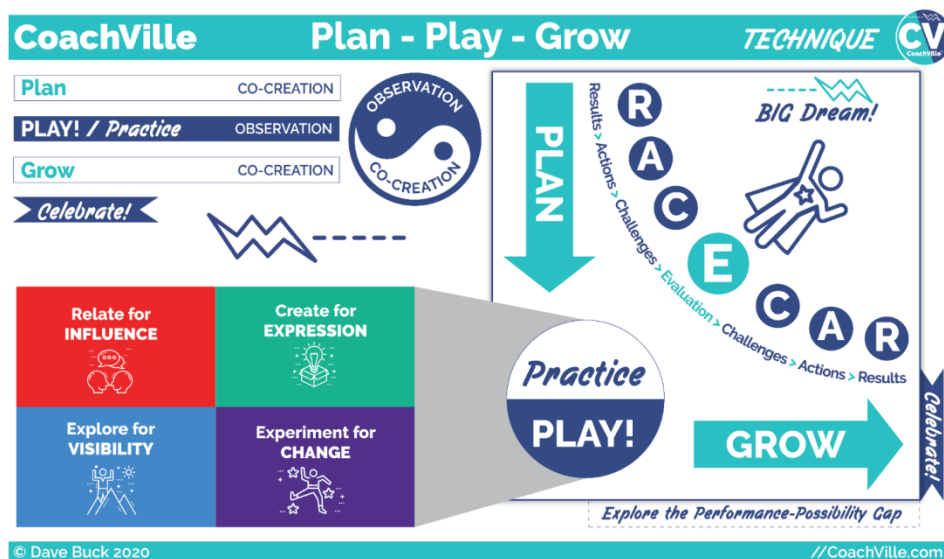
As a Life Coach you will get to know each player to figure out where they are on this spectrum and guide them toward the sweet spot that will bring them to life!

***** From the Player Playbook: Activate Your Superpowers *****

2.03) The Plan-Play-Grow Technique

To help you get ready for Session #2, I want to share with you how to get into the rhythm of playing with a Life Coach. There is a coaching technique to create this rhythm called: Plan-Play-Grow. If you have ever had an athletic coach or a performance art coach then you will recognize this technique.

On a personal note, I first learned about this technique by observing my mom who was a piano and voice coach. Her music studio was right beneath my bedroom in the house, so I heard coaching happening every day after school. Even though I wasn't tuned into the details I did notice one very dramatic thing: over time all of her students played a lot better! This is exactly how it happens... and it yields great results almost every time.



Let's explore this model together.

We start in the upper left where you see Plan – Play / Practice – Grow – Celebrate. You also see the yin/yang symbol with the core of the coaching experience which is observation and co-creation. You may recognize those terms from the definition of coaching I shared with you.

Next, look at the right side of the diagram. You see the Plan – Play / Practice – Grow – Celebrate again but this time you also see what we call the RACECAR acronym: Results – Actions – Challenges – Evaluate. We will get into that in a few moments.

Also in the lower left you see a call out from the Practice / Play circle into the 4 primary activities of playing for our dreams; AKA Social Play. You saw this in the Playbook Introduction. (It's all coming together!)

Whew! We have a lot to talk about here.

Let's first get clear on the coaching rhythm because it will really help you get the most out of your sessions with your coach.

In the coaching session:

- You and your coach will celebrate the notable experiences since your last session; especially moments of play where something good happened.
- You and your coach will co-create a coaching PLAN for the session by first EVALUATING what happened when you played. You will also explore your

insights. And you will share specifics about key playful actions and the results in the world.

- You and your coach will PRACTICE together to co-create new awareness, new possibilities, new capabilities and new confidence. We will explore a variety of practice techniques in this program. In Session #2 you will have a detailed strategy and planning session by playing with ideas: Results, Impact, Actions, Superpowers, Challenges, Spirit of Play and Growth.
- You and your coach will capture your GROWth from the session. (The Growth Zone in the Coaching Notes Play Sheet) The intention of a good coaching session is that you grow during the session... and then continue to grow as you play in the world. Make a few notes on your coaching notes sheet as you talk together.
- You and your coach will co-create your play PLAN for the upcoming time frame. Focusing on the 4 types of actions to play BIG for your dream.
- You will write out the most important items on your Play Plan Playsheet.

Then...YOU go out in the world to play:

- You PLAY for your Dream aiming to co-create RESULTS and experiences by taking the 4 types of ACTIONS and facing CHALLENGES along the way.
- You notice your GROWth opportunities as you play.
- Make a few notes on your playsheet about what happens as you play (or avoid playing).

In the next coaching session:

- You and your coach will CELEBRATE your RESULTS (and your challenges)
- You and your coach will co-create a coaching PLAN for the session by first EVALUATING what happened when you played.
- You and your coach will PRACTICE together.
- You and your coach will capture your GROWth from the session.
- You and your coach will co-create your play PLAN for the upcoming time frame.

YOU go out in the world to play:

The rhythm repeats from here.

When you get into this rhythm with your coach, you will be amazed at how quickly you feel your progress and good things start to happen. It really is fun.

2.04) Understand RACECAR

One of the most important shifts that your coach and I want to help you make is from Industrial Control to Connected Play.

Understanding the acronym RACECAR from the Plan-Play-Grow technique can help you make this shift.

R is for Results in the world

Probably the most challenging part of the shift is the focus from completing tasks to co-creating results in the world.



In the Industrial Age we were told to only focus on what we can control.

So we should only focus on completing our tasks and doing them right; mostly in isolation so that we don't bother anyone. Since we can't control what happens with other people we should not put our attention there.

In the Connected Age of Play it's ALL about co-creating with others; we use our powers and energy to be a positive influence in the world; to make a positive impact.

We put our attention on the results that happen because that is the purpose of playing for our dream. In play you have to look beyond yourself... out into the world or people around you that you aim to influence or contribute to or be seen by or make changes with.

In play... there is NOTHING you can control. When we play for results sometimes they happen and sometimes they don't. That is what makes it play. Practicing with a Coach to play better means getting the results we desire more often than we do right now.

Remember the results from our 4 pivotal moments of social play: influence, expression that contributes to others, visibility and change.

STOP getting people under control

Another quirky angle on Results from the Industrial Age of Control is that we SHOULD be able to control everyone and everything by following the manipulation instructions properly.

There are a lot of manipulation techniques in the Industrial Age because the whole focus is on getting everyone and every situation under control. This is very difficult of course because as I emphasized in the Introduction, we humans HATE being controlled!

So what happens most of the time is that our attempts to control are futile and frustrating. This is one of the reasons why there is so much chronic anxiety and depression in the Industrial Culture: people are in positions or roles where they are supposed to control other people and they are judged based on their ability to control others. This is SUPER stressful.

Letting go of the delusion of control is one of the most freeing benefits of shifting into the Connected Age of Playing for Influence as a co-creator.

A is for Actions with your Superpowers

We all do a lot in a given day. The key here is to find moments when you can take the social play actions: relate, create, explore and experiment.



Since we are all used to going through our days completing tasks, it requires some intentional effort to get into play.

A) There are some actions that you are doing already that you can now approach playfully.

B) You can intentionally add playful actions into your day.

Playful actions are when you aim to be a positive influence on someone or co-create with them AND you pay attention to the result that happens (or doesn't happen).

Recurring

Your coach is going to ask you about recurring actions. The distinction here is between one-time actions and recurring actions. A recurring action is something that you do on a regular basis; for example sharing with someone about your dream. It will be a little different every time based on who you are talking with, but it is similar each time AND it is something you can get better at doing through practice.

The key here is that it is the recurring actions and situations that you will want to practice with your coach most of the time.

Superpowers

The next step is to proactively use your superpowers when you play.

A Superpower is an ability that you can refine and practice to have an impact on people and/or situations. Since you are playing for impact, you aim to use your superpowers to increase your impact.

The performance-possibility Gap

The idea of the Performance-Possibility Gap is integral to coaching. You have a current level of facility with playful actions and your superpowers. And you and your coach share a vision that you can expand that facility.

You can co-create the results you desire more often.

You can PLAY better.

The key to getting into play mode is to drop the Industrial Age Control mindset that you have to do things perfectly every time. This "perfection trap" is antithetical to play. It literally makes it impossible to play and that was the intention; to get you to stop playing and become a compliant worker doing what you are told to do by the boss. Sad but true... we have been doing this to each other for a long time now.

But not anymore!!!

You can break free of the perfection trap and enjoy playing again.

The next step is to embrace challenges.

C is for Challenges with the Spirit of Play.



When I was describing results I wrote that sometimes they happen and sometimes they don't. This is the nature of play.

Well, everything that contributes to the desired result NOT happening is a challenge.

There are several different types of challenges.

- 1) A challenge where you need to develop more skill and experience in what you are doing.
- 2) A challenge where you experience some doubt or fear related to what you are doing.
- 3) A challenge where there is something in the world – probably some force of the status quo – that doesn't want you to achieve your desired result.

The key to being playful is to embrace challenges with the spirit of play.

There are some challenges that you are already aware of. And there will be plenty of challenges that you don't even know about yet but will arrive as you play more and more.

Every challenge presents you with a growth opportunity. Growing and playing better is fun! Players embrace challenges. Great players LOOK for challenges.

When you are really passionate about the result you are playing for, the experience of a challenge can elicit your Superpowers. Somehow the challenge causes you to reach deeper into yourself and your real power comes through. This is why playing for dreams can lead to surprising discoveries within yourself.

A benefit of playing with a coach is that you can talk through what is happening when you play and identify the challenges you are facing. And then co-create a plan to play with them by expressing your superpowers.

There is nothing wrong.

Embracing challenges is another element of play that requires a shift from the Industrial Control mindset. When the focus is on following the instructions and keeping everything under control, a challenge usually meant that you were doing something wrong. IT meant that you were not perfect... oh the horrors!

Embracing challenges as fun growth opportunities – rather than something is wrong – will significantly reduce your stress and expand your joy.

E is for Evaluation with judgment-free awareness



I know that the experience of being evaluated can bring up a lot of bad memories. Starting with the dehumanizing and traumatizing testing we all suffered as children. Followed by the dreaded performance review many of

us suffered in jobs. The purpose of the whole thing was to show you what you were doing wrong. UGH!

I am inviting you here to look at evaluation with a fresh perspective. YOU are not being evaluated. YOU – with your coach - are evaluating the results WITH judgment-free awareness. You are doing this to assess the impact you are having and look for ways to play better.

In this setting, evaluation is a co-created experience aimed at helping you become MORE.

This is another situation where it will take a little practice to shift out of feeling that there is something wrong into seeing ways to grow.

You and your coach will do it together.

C-A-R is looking at it from the other direction

- You experience and embrace a challenge
- You take your playful actions
- In pursuit of your desired Results.

The idea of the RACECAR acronym is to look for results, actions, challenges and evaluation for growth opportunities in a fun and playful way.

2.05) The Performance-Possibility Gap

Remember this from the Human Journey Model.

High performance or playing well is when you often create the desired results and experiences from a playful action.

Possibility is your vision for how well you can imagine yourself playing. It is your vision of having experiences where you play well and co-create the results you desire.

The Gap is the space between how you play now and your vision of possibility; playing better for each action... getting the desired results more often.

Another way of seeing this expanding your influence; and having fun growing.

This is a big mental shift from Industrial Control thinking where you are either doing it right or you are doing it wrong.

Allow yourself to evaluate how you play now and how and see the gap for how you can envision yourself playing. Growth lives in the gap. Coaching lives in the Gap! Becoming awesome at what you do... lives in the gap.

2.06) The Social Fears of Social Play

Remember this from the Introduction? : “Yes, these social play actions and results are exactly what I want! “But when I think about it:

- Asking for what I want or need is pretty hard for me.
- Sharing what I create can be a real struggle.
- I know I need to “get out there” and be more visible, but it’s not easy.
- Trying new things often feels too risky so I stick with what I always do.”

Let’s go deeper into the fears of playfulness.

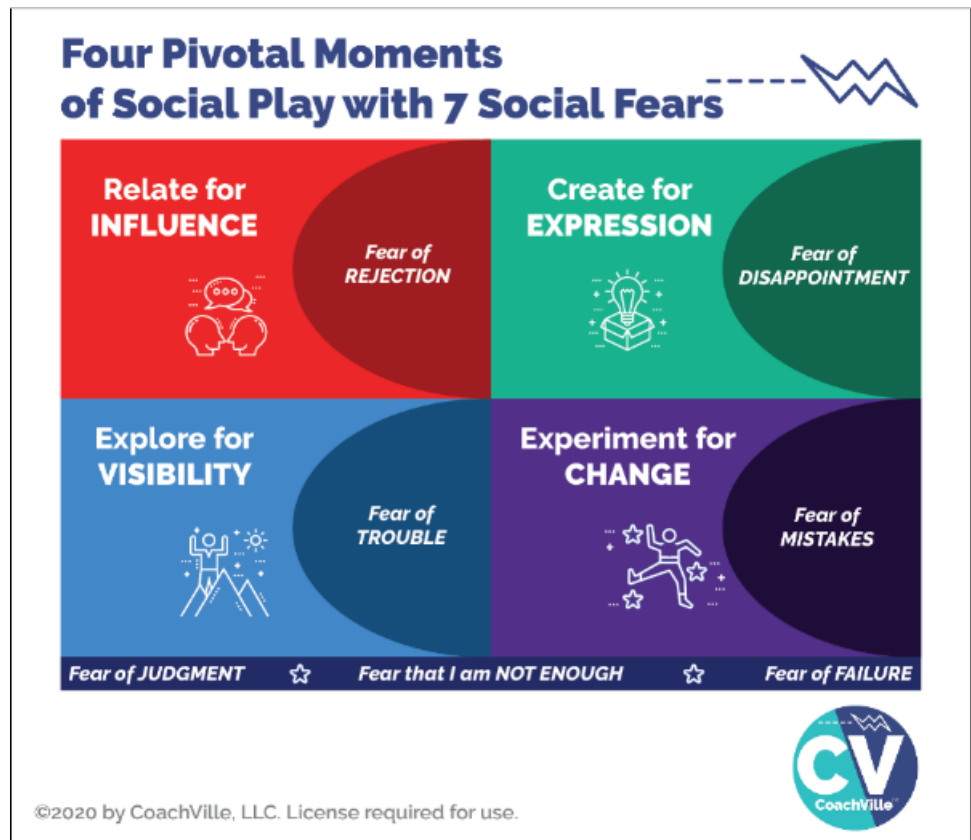
These feelings are in you because your playfulness was shamed in the Industrial Control Culture. (I use the past tense even though playfulness is still shamed because I am speaking optimistically about the future we are co-creating together.)

Playing for your dream is about to get REAL! **These four social play activities will bring up seven really intense FEARS!**

While all of us with a BIG Dream to contribute our unique value and voice to others want these four experiences... we are all also navigating through these seven intense fears; mostly on a non-conscious level and mostly with a variety of not-so-effective methods! (Hah! That is an understatement).

- Fear of Rejection
- Fear of Trouble
- Fear of Disappointment
- Fear of Mistakes
- Fear of Judgment
- Fear of Failure
- Fear that I am NOT ENOUGH (The “BIG Kahuna” Fear)

Relate for Influence = Fear of Rejection



To play for impact in the world – even with just a few people - you need to cultivate a high level of ease with approaching people and talking with them. And then you need to invite them to a next step. This is where the fear of rejection comes in. BIG TIME.

Create for Expression = Fear of Disappointment

Playing BIG for your dream will include creating and sharing experiences (or content) in a variety of forms. Also every time you have an opportunity to speak in front of people you are creating and sharing an experience. The fear that we might disappoint someone or BE disappointed by someone's reaction to what we create can be a BIG block to creating and sharing.

Create and share is the essence of the idea that life can be played like performance art!

Explore for Visibility = Fear of Trouble

Exploring for visibility is often described as: “I need to get out there”. And for many people this is a BIG struggle; this is because the Fear of Trouble is VERY REAL.

In order to contribute your gifts to others you need to find people (customers, colleagues or partners) to participate in what you are creating. You need to “get out in the world” either physically or virtually.

The world of people is an amazing but potentially “dangerous” place; at least at an emotional level. The potential for trouble in the unknown is why most people stay where they are and spend their time with the same people. However, it is almost impossible to pursue your dream this way.

Experiment for Change = Fear of Mistakes

As coaches and entrepreneurs we are change-makers! But at the same time we are often crippled by the fear of mistakes.

This is a big remnant of the Industrial Age mindset that everything you need to do: a) there is a right way to do it b) you should be able to do it the right way every time and never make mistakes.

Of course this is nonsense! But the residue of this mindset from school and jobs keeps us locked into a perfection trap. This makes it sooo hard to experiment and find our unique way to do everything our Dream needs us to do.

Fear of Judgment ~ Fear of Failure ~ Fear that I am not enough

These fears are basically accumulations of the four fears of playfulness. They are deep artifacts of the Industrial Age of Control and they impact our thoughts and feelings in a profound way.

Here is a BIG idea: these social FEARS – and the beliefs that form around them - are not inherent to us, we absorb them from the culture through our life experiences.

If you aim to play for your Dream at a high level you need to embrace and explore these fears with profound curiosity. This is what I mean by explore your fears like a treasure

map. The treasure is your playfulness and unique superpowers - for Influence, Visibility, Expression and Change - that are deep within you waiting to be activated.

BIG POINT regarding the power of coaching: **it is almost impossible to explore social fear by playing alone. But together we can do it!**

More about that in Chapter 4.

Your Life Coach is a very capable guide of the Human Journey... out in the social world... through these intense fears... in pursuit of your BIG Dreams... along the way you activate your playfulness and superpowers. YES!

This is why you are here with us.

The BIG question you might be wondering...

How / where did I get all of these fears?

How did I become so fearful of activities that seem so natural and essential?

This is the question of the century! (quite literally)

In Chapter 5 I will share with you how this happened to all of us in the Industrial Control Culture. Meanwhile by playing for your BIG Dream with your Life Coach you are already on the path to Freedom!!

2.07) Playful Conscious Mind (Energy Alignment)

Think playfully.

Act playfully.

Your playful mind was squashed pretty hard in the Industrial Age. BUT it is in there. Hopefully you are starting to feel it and recognize it.

And also recognize it is NOT easy to shake free of the Industrial Mindset of working on tasks in isolation and doing everything perfectly, never make mistakes; only do what you can control.

If you ask for help you are a cheater. We heard these messages and saw them play out over and over. You saw kids in school being shamed for getting wrong answers or low grades and it probably happened to you as well.

BUT... You are a human and all humans are born to play.

The spirit of play.



Curious and Creative

Resilient and Resourceful

Explore and Experiment

Wonder and Fun. And Joy

Enjoy the activity... enjoy the challenges. Enjoy the unknown.

Enjoy the growth... enjoy the pursuit of getting good at things.

Choose to Play for influence in the your community... for your company... in the world.

This is the calling of your dream.

Let's explore the relationship between the playful conscious and the other elements in the Energy Alignment Game.

Super You – playful you wants to be awesome!!

Non-conscious Mind... It's complicated. When you feel socially safe, your non-conscious mind will supply you with amazing insights and spontaneous playful ideas. When you don't feel safe your non-conscious mind will stop you from playing.

Environment – That depends!! When you are in an environment of profound belonging it will call for your playfulness and Super YOU. There will also be people who you observe and get inspired by. In an environment where you and your playful power don't belong, you will feel the 7 social fears of playfulness quite intensely.

Supermind – The sense of wonder; the trust in life... embracing what is happening and responding to it resourcefully...these are playful.

The BIG idea is this:

When you work... you are a replaceable cog in the wheel.

When you play..YOU matter! Your unique abilities and contribution make the difference.

In the model for the Playful Conscious Mind are the symbols for the four Pivotal Moments of Social Play that I shared with you in the Introduction. These are the FOUR ACTIVITIES that everyone with a BIG Dream wants to get better at and have more of.

- Create for **Expression** (and sharing)
- Relate for **Influence**
- Explore for **Visibility**
- Experiment for **Change**

One of the major undercurrents of having a Life Coach is they persistently encourage you to shift from the Industrial Work Mindset you learned in school and jobs into the Connected Play mindset you were born to live by and must reawaken to pursue the dream.

The key distinction is to shift their mindset and approach:

From Industrial Work Mindset : Just get the task done

To Connected Play Mindset: How can I get good at this? How can I enjoy this?

Another related shift is:

Industrial Mind: I should be able to control this by myself.

Connected Mind: How can I co-create this with others... or with life?

Practicing together is the key to reactivating their Playful Conscious Mind! Practice is missing from our lives as adults. We rarely practice anything. Mostly we just do it and we usually think that we should be able to do it right the first time without ever making mistakes.

Practice with a coach is a safe space to experiment and grow.

Examples of practicing doing things that you want to get good at

| Just get it done | Enjoy the activity and get good at it by co-creating results |
|---|--|
| <i>Create for Expression:</i> | |
| Write an article | Have fun expressing your ideas; Your article attracts comments on your blog. |
| Make a video | Have fun expressing your personality. Your video attracts “Likes” that lead to connections on Facebook. |
| <i>Relate for Influence:</i> | |
| Talk to someone about your business / project / cause | Have fun expressing your value. They are inspired to hire you or advocate for you |
| <i>Explore for Visibility</i> | |
| 30 minutes on Facebook / Linked In/ etc. | Have fun following your curiosity. Your time on a Social Platform leads to 3 connections for an exploratory conversation. |
| <i>Experiment for Change</i> | |
| Conduct the team meeting the same way you always do. | Have fun trying a new approach to the team meeting and then solicit private feedback to find out if they enjoyed the new approach. |

2.08) Prepare for Session #2 – Play for your Dream

In this session you and your coach are going to explore your BIG Dream from both practical and aspirational perspectives so you can get out there and play for it. My aim here is to explain a few of the concepts that your coach will talk with you about.

Remember that we all learned the way of the task list in the Industrial Age. So it is an easy trap to fall into to think you can task list your way to your dreams. You can't! But learning how to play plan is going to take some practice.

Side note: I am not saying that there won't be any tasks to complete as part of your dream! Of course there will be. BUT... completing tasks is not what makes your dreams come true... how you play in the world of people determines that; and this is where the growth opportunities are. So that is why we focus on this in Life Coaching.

Here is a quick summary of the core concepts...

Results: A result is when something happens in the world as a result of your actions; In the world means: other people. There are probably several results that you want to co-create and experience like for example: another person says "Yes" to doing something or another person enjoys something you create and share.

Actions: This is doing something! Usually in the 4 Pivotal moments of Social Play.

Challenges: Everything that prevents your result from happening when you take action. There are LOTS of challenges. Each presents an opportunity to play and a growth opportunity. For example, if a person declines your offer or doesn't enjoy what you created there are reasons. Also there are Inner Challenges to explore when you resist or avoid taking an action.

Impact: This is the positive influence you want to have on other people with what you create; or the experiences you co-create. Impact speaks to the purpose of your Dream and has a ripple effect out into the world.

Superpowers: These are unique abilities that you possess that you want to express to create the positive impact of your Dream. They can be in the form of abilities that are natural to you OR something you learned how to do because of the environments you have been in.

| Activate Your Superpowers Session #2 Notes | | | | Date: |
|---|-------------|--------------------------------------|--------|-------|
| The BIG Dream: | | | | |
| CELEBRATIONS | | Explore the Fear / Growth Zone | | |
| INSIGHTS | | ACTIONS AND RESULTS | | |
| SESSION FOCUS: PLAN, PLAY, GROW | | | | |
| Results | Actions | Challenges | | |
| Impact | Superpowers | Spirit of Play | Growth | |
| Growth Zone | | What did you learn... | | |
| About playing for your dream? | | About yourself and your Superpowers? | | |
| Play Plan: What are the actions / perspectives you will focus on? | | | | |



Spirit of Play: This is an approach you can take when you do something. When your coach asks you about this the key is to release the Industrial Age need to be perfect or never make a mistake and allow your imagination to flow. Remember the key words: creative, curious, resourceful, resilient, explore, experiment, imaginative and innovative



Growth: This is becoming the next version of you... and the next version and the next version. It is developing new abilities or stepping into new beliefs. Every BIG Dream we pursue in life sparks growth within us... this is why we all have BIG dreams throughout our lives.



***** End of Player Playbook Chapter 2 *****

2.09) Coaching Notes Session #2

Refer to Coaching Guide Pages 10 – 12

Quick Prep!

This is another provocative conversation to deep dive on how your player can PLAY for their BIG Dream. While it is most likely that NO ONE has ever asked them about their BIG dream, it is DEFENITE that no one has ever talked with them about playing for it!

In every session you will make use of ALL of the Coaching Superpowers, but in this session we will focus our attention on 4) Plan, 5) Play and 6) Grow. (the middle section of the trapezoid)

Similarly we will get into the Plan-Play-Grow Technique that makes use of the Coaching Superpowers by the same names. This technique also includes what we call the RACECAR; the acronym I explained in the Player Playbook (section 2.4 above). The RACECAR was a feature of the original version of this program called Play Two Win.

In the notes I will also reference the Energy Alignment Game and the CV Coaching Framework.

This session is about Playing.

It is based on the question: what are the results and experiences your player wants to co-create?

Another way of asking the question is: how will your player co-create value with the customer / community / cause?

Here we go!!

****!!****

1) WELCOME (and permission to coach)

SAY: "I am really excited continue our coaching."

ASK: Do I have your permission to be your coach today? Are you ready to get started?

{wait for them to say, YES} "OK. Let's go.

YES! Do this every session.

2) COACHING PLAN ~ BIG Dream Actions

SAY: Our coaching plan for today is to co-create a play plan for you and your dream.

A quick reminder here: In a coaching situation where you are "doing a program" like Coaching Superpower / Activate Your Superpowers it is important that you set the focus for the session. That is the nature of a Coaching program compared with "Everyday Coaching".

AFTER the program is complete if you continue with "Everyday Coaching" (Chapter 7) you will invite the player to bring their desired focus for the session. AND by that time they will understand what a coaching session experience is all about.

SAY: Before we do that, in each session I am going to ask you to share your BIG Dream with me so that we stay connected to it. So go ahead and share how you describe your BIG Dream now.

{listen. It is powerful for someone to speak their dream}

YES! Ask your player to share their dream every session.

As your player regains their self-determination and access to their Playfulness and Superpowers (their Human Birthright) their dream will emerge, evolve and expand.

You provide a safe space for all of this!

And, every time your player speaks their dream out loud to you, it gains magnetism for the Energy Alignment Game.

ASK: Share with me anything you want to celebrate since our last session...

{listen and encourage... celebrating together strengthens the connection}

Celebrating creates a bond of shared experience between you and your player. This bond creates profound belonging and co-created trust; foundations of the coaching relationship from the CV Coaching Framework.

Celebrating what is happening and not happening in their life experience strengthens their Supermind Connection from the Energy Alignment Game.

ASK: Share with me any insights you had about playing for your Dream?

{Coach: listen and ask any curious questions that pop up for you}

ASK: What were some of the actions you took and what happened?

{Coach: listen; especially for actions and results to **celebrate!!**. It is important that they know that you care about how they play each week}

Asking about insights and actions every week will get your player to pay attention to these things during their time at play.

Encourage them to keep a journal; encourage them to use the Play Plan Play Sheet in the Playsheet Pack to do this.

Welcome, dream sharing, celebrating and action sharing are the warm up. NOW we are ready to play together.

3) Play Together ~ Explore the Performance-Possibility Gap

SAY: Let's get into our play plan! Today we are going to explore the Performance Possibility Gap and talk about ways that you can play bigger and better for your dream using the Plan – Play – Grow technique. Each week we will co-create a plan. Then you will go out and play for your dream. Then together we will see how your experiences created growth.

ASK: Does that sound good to you?

{Coach: wait for the yes}

Encourage your player to listen to the player prep audios before each session!! That will make this part SOO much more effective.

While we are focused on Plan, Play and Grow, we are going to use the Co-Create Awareness Technique to get there.

Your goal as a coach is to get the player energized by their own vision of who they can become and what they can co-create in the world; to see the GAP as a fun adventure rather than a problem.

R) RESULTS!

SAY: First we are going to talk about results. In the Play Mindset a result is when something happens in the world “as a result” of your actions. So this isn't the action part, this is “what you want to have happen in the world” while you pursue your dream. Another way to think about it is that “the World” is other people.

ASK: What are some of the results that you want to create as part of your dream?

ASK: What is the impact you want to have on other people through this result?

The distinction between results and actions is fuzzy for most people. This is because in the Industrial Age the action was the result; this is known as being “task oriented”.

It can take some creative support and challenge for your player to even allow themselves to consider that they can have an impact on others.

Be patient.

If your player understands results and starts sharing about impact then you may not need the 2nd question.

If they get flummoxed by the result and impact questions, skip ahead to the Actions section. The possibility for results may be clearer after that.

A) ACTIONS!

ASK: What are the recurring actions that you will do to PLAY for the results you desire?

Recurring actions are an important aspect of playing for a dream. There are going to be actions that your player will need and want to do on a regular basis.

This can be challenging at first for many players because they are used to the endless list of tasks that all seem unique. You may need to help them see the recurring nature of actions.

Recurring actions are essential to coaching for a dream because these are the actions that your player can get good at through practice.

There will also be many one-time actions that will come up; just make a note of them. Often they are recurring actions in disguise; it is rare that something that must be done will never be done again. Sometimes, but not often.

For example if you think of writing a book. That is not one action! That is the recurring action of writing and becoming a writer.

SAY: Last session we talked a little bit about your Superpowers. A superpower is an ability that is refined until it is capable of BIG impact.

ASK: How will these actions call upon or develop your Superpowers?

{Coach: If you are noticing a player ability or quality that they are not saying, YOU can offer it as an observation. ASK FOR PERMISSION first}

EXAMPLE:

SAY: Hey I am noticing something here can I share it with you?

{WAIT, for them to say "Yes"}

I am observing that you may have XYZ ability that you could use. What do you think about that?

Remember, for the player this is called the Activate Superpowers program. The focus is for your player to awaken to the amazing possibility that they can BECOME the next version of themselves whenever they choose to.

Identity is a choice!

BAM!! Mind blown.

The transformational idea that each of us can become a "Super YOU" is essential to the Energy Alignment Game. Our BIG Dreams always ask us to become the next version.

It's up to you to be calm and confident in encouraging your player to envision their "SUPER YOU".

Meanwhile... the Industrial Age Culture silenced our Superpowers so it is a scary proposition to bring them back out into the world. You must understand that this is part of your role as a coach is to walk with your players into the fear/growth zone.

Helpful hint: make a regular practice of scanning the Superpowers Sheet and getting comfortable with the phrases.

ALSO, look at it specifically while you have your player in your mind and see if any phrase jumps out at you for them. Then look for it while you are coaching them.

C) CHALLENGES!

ASK: What are the challenges that you expect to face by playing for these results?

SAY: Let's co-create some ways you can bring the spirit of play to your challenges.

ASK: Do you have any ideas?

{Coach: listen first. Then ASK permission. Then share any ideas popping into your mind. IMPORTANT: when co-creating ideas the key is to let your imagination flow AND allow what you say to spark the player. It is not about coming up with the right answers}

Embracing challenges... enjoying challenges is another essential ingredient for us coaches. And it is an attitude that you may need to cultivate in your player.

In the Industrial Age of Work a challenge means you are failing, so most of us don't like challenges.

In the Connected Age of Play a challenge means you are growing! It means that you have an opportunity to play better by activating the spirit of play to tap into your resourcefulness, resilience, creativity, curiosity and more.

A challenge is an invitation to practice! And we coaches, LOOOOOVE practice!

Challenging your player to look at their actions and challenges through the "spirit of play" lens is essential to activating their playfulness! The Playful Conscious Mind is essential for the Energy Alignment Game.

ASK: What Superpowers will these challenges evoke?

{Coach: If you are noticing a challenge or superpower that they are not saying, YOU can offer it as an observation. ASK FOR PERMISSION first}

ASK: How do you think you will grow by facing these challenges?

{Coach: If you are noticing a growth opportunity, ASK FOR PERMISSION then share}

Yes, another angle on Superpowers. If you had a good exploration of Superpowers related to actions you can skip it here if you think it will be redundant; or do it if you think it can open up another perspective.

The question about growing in the face of challenges is always juicy. This is a recurring theme of Life coaching so this is another 'seed planting' type of question. They may not see what the growth opportunities are right now, but now they know to look out for them; they are coming!!!

Challenges and Superpowers go together because it is often in the face of a challenge that we discover and unleash lost power within us.

It is the presence of challenges – especially when they increase in frequency and intensity – that lets us know that we have left the Preservation Zone and are now passing through the Fear/Growth Zone in the Human Journey.

This is the nature of how a BIG Dream requires the becoming of Super YOU and the Playful Conscious Mind in the Energy Alignment Game.

4) GROWTH MODE

SAY: "OK, this is a good time to switch into growth mode"

ASK: "What did you learn about playing for your dream (or your situation) today?"

{Coach: listen

ASK: "What did you learn about yourself and your superpowers in this session?"

{Coach: listen

SAY: "Can I share an observation?"

{Coach: share an observation about your player's superpowers and the pursuit of their dream.}

ASK: "How do you feel about our progress in understanding how to play for your dream?"

{Coach: listen and share}

The growth zone questions will be similar each time.

The question about "how do you feel about our progress in XYZ" will change each time based on the focus for the session.

The key is that by following the Coaching Guide you will be consistent with this time for reflection in each session. Over time, this will greatly increase the value of your coaching because your players will have spoken clarity about their growth.

Another point here that is important: the idea of a coaching session is for your player to grow DURING the session; not just talk about stuff and then grow later. The first two sessions are for your player to have an expanded vision for themselves and their dream. In the next three sessions you and your player will PRACTICE together in the session; which is aimed at creating growth.

5) PLAY PLAN (the days ahead)

SAY: "OK, let's make sure we have a Play Plan..."

ASK: "How can you use what you learned in our session in the days ahead?"

{Coach: listen}

ASK: "What are the actions (or perspectives) you will focus on?"

{Coach: listen}

ASK: "How will you keep our play plan alive between now and our next session?"

{Coach: listen their need for support or structure}

SAY: "Keep creating ways to bring the spirit of play and your superpowers to as many of your actions and experiences as you can."

ASK: "Can you do that?"

Wait for them to SAY: "YES!"

SAY: {Share a supportive observation about the player's progress in the session}

SAY: "Great! Have a great week of play. Talk to you soon"

NOTE: if you want to stay connected with them via text or email, you can confirm those details with them.

ALTERNATE ENDING

SAY: "Great! Please keep me tuned in to your progress by **{connect tool}**. I want to hear from you. OK? Have a great week of play. Talk to you soon".

The Play Plan questions will be the same in each Coaching Guide as well.

In Life Coaching you don't need to know everything they are going to do! But you do need to know what the growth oriented actions will be.

And you want to know how your player is going to keep playing for their dream top of mind so that it doesn't get smothered by tasks. Remember that playing for their dream will be both exciting and at least a little scary; or possibly very scary. Knowing that you are with them AND that you are going to ask them about their Play Plan can create a little outside momentum; which helps.

If your player is resisting an action for their dream that is OK! We will play with that in Session #4 with the Pivotal Moment technique.

****!!****

2.10) Coaching Notes for the Performance – Possibility Gap

Playfulness AND the Performance – Possibility Gap

This session is all about co-creating ways for your player to PLAY for their dream; when what they have learned in Industrial Life is to WORK on tasks and problems.

This is a BIG shift. So the key here is to be helpful, encouraging and playful yourself in guiding them in this new direction.

Encouraging them to listen to the Player Prep audios will really help in this area.

You may have to remind them often that a GAP between who they are now and who they can become is a good thing; a FUN thing! It does not mean that there is something wrong; or that they need to fix anything.

Taking playful actions for results is also a concept that can take some patience as well. Remember, all anyone knows is how to make task lists and work on the list. You are opening them up to a whole new world of possibilities: playing for positive impact in the world! YES!!!

The Spirit of Play is a recurring theme. If they have trouble seeing it don't be discouraged. You may need to make some suggestions to spark their imagination. Trust that their playful nature IS in there because it is in all of us. It just needs to feel safe before it will come out.

2.11) Coaching Superpower #4 - Plan

- Tag line: Imagine Possibilities
- Original ICF Core Competency #10 Planning and Goal Setting
- New ICF Core Competency Part of #8 Facilitate Client Growth
- Essential Skill for the Plan-Play-Grow Technique

Introduction

There are two layers of planning in a coaching situation:

- 1) Coaching Plan – What will you do together in the coaching session?
- 2) Play Plan – What will the player do out in the world?

Planning is the first step in the pursuit of intentional Growth.

Plan. Or more specifically, Play Plan! In the context of playing a for a dream we begin with what the player wants to do to fulfill their purpose. What actions, results and experiences are they free to choose right now? Then we gradually introduce the player to new ideas and to imagine bigger possibilities.

As a Coach you also need to become an observer of your own planning, remaining open and flexible. There is a fine balancing act here to be done. On one side you must honor and respect your players' current way of planning: they can only choose what they are currently free to choose. At the same time you must model being open and curious to new playful actions so that greater and greater fields of possibility become available.

Here we rely on the Permission Superpower as a foundation. Always ask permission before you encourage your player to consider a new play plan.

Learning Objectives

With the PLAN Superpower:

- You will respect and honor your player's current planning and guide them in making the best possible objectives and plans within what they currently see is possible.
- Using Permission as a foundation you will encourage your player to imagine new actions, results and experiences and expand their freedom to choose new objectives.
- Over time you can encourage your player to plan more playful social actions. Specifically: Relate, Create, Explore and Experiment.

What are the general truths about the PLANING?

1. We are all have a way of planning. Some people are pretty set in how they plan (as in strategic, linear or abstract etc.) while others are open to new ways of planing. No "WAY" is better or worse than the others. BUT ... and this is the key... HOW you plan is different than WHAT you plan. No matter HOW you plan you can expand into new ideas and possibilities; **you can bring more play into your plan!**
2. WHAT you are able to plan reveals your current freedom to choose.
3. After you and your player share a Big Dream (aka Purpose), the next thing you do is PLAN for the desired results and experiences that will lead to the intended

objectives. Then you will need to co-create an action play plan that will lead to the desired results. How will they approach creating these results and desired experiences? This will reveal activities that they want or need to play better through practice.

4. There is a back and forth relationship between planning and playing. Sometimes making bolder plans will lead to playing bigger. Sometimes playing bigger will expose you to new possible plans.
5. When we respect HOW we plan and realize that WHAT we plan is always open to new possibilities we are free to become a player again.
6. Another way of saying PLAN is: “How you make sense of the world”.
7. Another way of saying Imagine Possibilities is: “This is what I believe is possible for me to do right now...and I am eager to explore actions that I believe will be possible in the future when I am more capable than I am today.”
8. Respecting HOW someone plans and honoring WHAT they currently imagine is possible shows that you care about them as “a person”.

How to use the “PLAN” with your players...

{left off here}

THINK is about transforming the Bigger WHY into specific objectives for the upcoming period of time. A good time frame for this conversation is 3 months (1 season), but it can be shorter or longer. A coaching relationship occurs over one or many “seasons”.

You co-create objectives with your player that are aligned with the Bigger Why and based in what the player THINKS is the most important result to play for next. Coaching and playing is always focused creating results.

There will be many possible ways to express the bigger why so the key is to choose what to focus on for the next period of time. Your player can not do everything all at the same time. (Hah, but we always seem to wish that we could!)

Once you hone in on the result to focus on, you also lay out an overarching approach for creating the result.

Here are the basic THINK questions:

- What is the recurring result that you want to create each day in the game?
- What is the impact you want to have on other people through this result?
- What is the tangible measurable OUTCOME you want to create by getting these results?
- What is your overall approach to creating these results on a daily basis?

Freedom to Choose can be a challenge. Proceed with caution!

As a coach it can be tricky when you are guiding your player in the area of THINKING about what they are going to do. It is an easy trap to want to apply your thinking style onto your player. As in you think they should focus on one thing! But they are abstract thinkers and need a few different things in the game. You think they should have a linear plan! But they are an abstract thinker and need to try a variety of experiments to see how it comes together. Or vice versa: they want to focus and you think: why don't you keep your options open? (See what I mean?)

So you have to remember to be respectful of HOW the player thinks.

Example of THINK

Here at CoachVille our big result is a new student signing up for our school. (Like YOU!) Or as we say it: A potential student says: "YES!" We are always playing for the "YES" result.

We always have an approach to create more YES's that we experiment with for the current season. Right now, for example, we are playing with making it easy for people to refer someone to CoachVille.

A note for managers becoming Coach Approach Leaders

You have to learn how to dance with these ideas with your players. Traditionally managers are taught to tell your employees what to do and how to do it.

In some cases you may be able to open up the game for a player to define the results they are playing for. But in some cases the specific result is already defined (by the job title).

Being open to co-creating HOW your player will pursue the results is the real opportunity here for you.

Benefits – How does the THINK make you a better coach?

1. The pursuit of results NOT task completion is the real juice of coaching.
2. Being open to different ways of thinking provides a gateway for deeper connections with people.
3. Co-creating how your player will pursue the desired results is SUPER FUN!

How do you know if you're getting it?

1. You find yourself naturally talking about results rather than tasks.
2. In coaching conversations you easily respond to how the player is thinking and dance with them there.

What are some common mistakes to avoid?

1. Skipping this step and simply telling your player what to do and how to do it. LOL!
2. Putting too much of YOUR way of thinking into the players desired results and plans.
3. Thinking you have to fully understand their way of thinking before you can start coaching. You have to learn to “get the picture” or “get a feel for it” vs. needing to intellectually understand it.
4. Thinking that your players desired results or approach is WRONG and stifling your thoughts.
Hint: if you feel strongly about something, ask permission and share it without attachment.
We will get into this more in the next session.

Basic Skill: Planning and Goal Setting

Ability to develop and maintain an effective coaching plan with the player

- a. Consolidates collected information and establishes a coaching plan and development goals with the player that address concerns and major areas for learning and development,*
- b. Creates a plan with results that are attainable, measurable, specific and have target dates,*
- c. Makes plan adjustments as warranted by the coaching process and by changes in the situation,*
- d. Helps the player identify and access different *resources for learning (e.g., books, other professionals),*
- e. Identifies and targets early successes that are important to the player.*

Additional Notes:

- f. Defining the objectives of the game is a powerful form of goal setting
- g. Clarifying the recurring actions and desired results of play is a powerful form of planning

?2.12) Coaching Superpower #5 - Play

- Tag line: Co-Create
- Original ICF Core Competency #9 Design Actions
- New ICF Core Competency Part of #8 Facilitate Client Growth
- Essential Skill for the Plan-Play-Grow Technique

Introduction

PLAY. In the play framework this means finding the game actions that will create the results in a way that adds value to others. Sounds like fun right?

We start with the premise that there are MANY possible ways to create the desired results. This is VERY different than the Industrial Mindset which dictated that there is one correct way to do everything. Your game as a Coach is to guide your player through the creative process to find the best way for them based on their current abilities and preferences.

The creative process includes experiments, explorations and experiences; messes, euphoric discoveries and epic failures ... REAL LIVING!

Again we can't emphasize enough that you will need to encourage your player to let go of the Industrial Age Perfection Trap and the need to get it right the first time! This mindset is absolutely antithetical to the creative process and playing for results.

"Play First" means that you pursue results with the spirit of play. You recognize – AGAIN – that you cannot control the results you are after, BUT you can influence them. And you can become better and better at expanding your positive influence with every discovery.

Learning Objectives

With the CREATE Superpower:

- You will guide your player on a joyful "invention" of THEIR best possible way to create the results they are pursuing and thus fulfill their current purpose in the world.
- Using Permission as a foundation you will share your ideas for experiments and explorations without being attached to your player trying it "YOUR way". And many times they will be excited to try your ideas.

What are the general truths about the CREATING?

1. We are all wildly creative. However our creativity gets stifled when we learn that failure is bad; that messes get us into trouble. This is why the play framework – with the essential truth "you win some / you lose some" – is so freeing.
2. When we are creating we feel energized and alive. This is how we were meant to live.
3. Creating results that add value to others is the way we fulfill our purpose in the world.
4. After your player has a Bigger Why and Specific Results (THINK) the CREATE Superpower is about designing the action plan for the day/week that is intended to create the desired results.

The action plan is a creative experiment / exploration.

5. Finding the game is NOT making a sequence of tasks to complete; it is not linear. It is planning a few recurring actions that are done many times in different ways with slight variations.
6. Finding the game is honing in on a unique way to take actions and get the desired results. And then even when you are getting the desired results, trying new experiments to create even better results more often. It is an ongoing process of exploration, discovery and invention.

How to use the “CREATE” with your players...

CREATE is about transforming the game objectives into flexible action plans for the upcoming period of time. The desired results remain constant for the time frame, but the way or pursuing them can change. There is no “correct” way to create a specific result, but there is a best way for an individual to create the result now and the pursuit is to find it / invent it for the current season.

The CREATE process is a dance. You need some structure or boundaries to experiment with for the days / week ahead; you can’t try everything all at once. At the same time your player needs to be empowered and encouraged to improvise “in the moment” of the game. These improvisations can become a great discovery that is molded into a proven method that is mastered over time.

As a Coach you have to dance with your players’ current level of awareness and ability. You may know a lot more about the mastery of this game than they do, but you need to keep your suggestions – always with Permission – to ideas that are a match for where they are on the path of development.

Also, even when you know a lot more about how to play the game, it is vital that you allow your player to take the lead in crafting the game plan; then add to it or influence as the situation warrants. This is a fine line! While you must allow your player to try new things that do not work or create a mess, at the same time you also don’t want them walking blindly into a disaster. This is a judgment call. As always, the best plan is to ask Permission and then speak your mind; then let the player decide.

The existence of challenges is integral to finding the game. A challenge is anything that gets in the way of creating the desired result with your actions. Challenges are what make a game interesting and fun. By definition, if there were no challenges, it would not be a game; it would be work that you could control.

Guiding your player as they respond to challenges and find ways to play WITH them is a major part of coaching. A challenge is NOT a problem. A problem is something you want to solve and go away; a challenge is something you want to encounter and grow with. Think of an athletic game: the challenge is the other team. If the other team goes away, you don’t get to play!

Next you get your player into the game and “watch” what happens!

Note: in most life/business games you won’t literally watch them do it, but you will find out what happens soon enough.

Here are the basic CREATE questions:

- What are the recurring actions that you will do each day to PLAY the game and create your results?
- What is the skill you want to explore and MASTER by taking these actions every day?
- What are the challenges in the game that expect to face by playing for these results?
- How can you bring the Spirit of Play into these challenges?
- What support do you need?
- Who do you want to BECOME as a result of facing these challenges?

Finding the game can be a challenge. Proceed with caution!

The real challenge for the coach is finding the right balance in your guidance. Directing is too much. Only watching is too little. Guiding is somewhere in between and you need to continually assess your player and the situation to determine how much guidance they need.

The other challenge is “holding your tongue” when your player is about to do something that you are pretty sure is going to fail. Again you don’t want them walking into a disaster BUT at the same time you can’t protect your player from mistakes and messes. They are part of every worthwhile game.

Example of CREATE

Here at CoachVille we are always trying new experiments in our pursuit of new students signing up for our school. (Like YOU!)

Another result we are always in pursuit of is the “WOW” experience for our students. This is another area where we are always exploring new ideas... and making a fair number of messes in the process. ;-) Yet we are well known for being the most innovative coaching school; you can’t innovate without messes!

A note for managers becoming Coach Approach Leaders

This is another area where you really have to learn how to dance with your players. Traditionally managers are taught to control their employees and make sure they don’t make mistakes.

The best approach here is to open up some space for experimentation while talking openly about the boundaries of play. Creating desire for innovation with transparency about the cost of certain messes and mistakes can create a deeper collaboration.

Being open to what your player might discover in their pursue of results could be a great opportunity for you and the organization.

Benefits – How does the CREATE make you a better coach?

1. When you become masterful with the CREATIVE process in your own life and the lives of others (AKA becoming a Player/Coach) you can be a real force in the world for good.
2. Often your players will CREATE something that is a great inspiration or benefit to you.
3. Guiding your players to take the risk of becoming a creator in life can be an ongoing source of joy and fulfillment.
4. Humans are born to CREATE. By guiding your player back to their own creative process you will make a HUGE difference in the world.

How do you know if you're getting it?

1. You find yourself naturally talking about creating a game rather than lists of tasks.
2. You start to think about new experiments all the time.
3. In coaching conversations you easily challenge your player to create while also naturally weaving in your own ideas.

What are some common mistakes to avoid?

1. Trying too hard to direct your player away from possible failure.
2. Putting too much of YOUR “experience” into your players game plans.
3. Thinking you have to fully understand how your players game plan is going to “WORK” before they try it. You have to learn to “get the picture” or “get a feel for it” vs. needing to intellectually understand it all.

Basic Skill: Design Actions

Ability to create with the player opportunities for ongoing learning, during coaching and in *work/life situations, and for taking new actions that will most effectively lead to agreed-upon coaching results*

a. Brainstorms and assists the player to define actions that will enable the player to demonstrate, practice and deepen new learning,

b. Helps the player to focus on and systematically explore specific concerns and opportunities that are central to agreed-upon coaching goals,

c. Engages the player to explore alternative ideas and solutions, to evaluate options, and to make related decisions,

d. Promotes active experimentation and self- discovery, where the player applies what has been discussed and learned during sessions immediately afterwards in his/her work or life setting,

- e. Celebrates player successes and capabilities for future growth,*
- f. Challenges player's assumptions and perspectives to provoke new ideas and find new possibilities for action,*
- g. Advocates or brings forward points of view that are aligned with player goals and, without attachment, engages the player to consider them,*
- h. Helps the player "Do It Now" during the coaching session, providing immediate support,*
- i. Encourages stretches and challenges but also a comfortable pace of learning.*

Additional Notes:

- j. A coach is aware of designing recurring actions vs. a list of tasks
- k. A coach designs actions that are practices to improve skills
- l. A coach designs actions that stretch the player out of their comfort zone

?2.13) Coaching Superpower #6 - Grow

- Tag line: Evaluate What Matters
- Original ICF Core Competency #9 Manage Progress and Accountability
- New ICF Core Competency Part of #8 Facilitate Client Growth
- Essential Skill for the Plan-Play-Grow Technique

Introduction {update; was learn}

LEARN. In the play framework this means helping our player acquire and build capabilities rather than accumulate information and right answers. You do this by evaluating what happened in the game. You are the objective pair of eyes to help them learn from everything that happened, and everything that didn't happen! Sounds like fun right?

In every experience of playing for results there are so many things to learn from. A BIG key here is that we are guiding the player to CREATE their best way to create the results in the world; we are NOT trying to get them to get the right answer; in play there are no right answers, there are opportunities to LEARN and pursue personal mastery.

The transformation from loser to LEARNER is a big part of this experience. Since the players we are coaching grew up in the Industrial Age they will have a difficult relationship with failure; remember, failure was not an option. So we need to guide our player into looking at the experiences of play with judgment-free awareness and become a learner rather than a loser. Not getting the desired results and learning something is an essential part of any good game.

The learning process is created by "looking" back on what happened in the game; looking at actions and reactions, choices and possibilities, desire outcomes, surprising outcomes, undesirable outcomes. Then with the player you hone in on what is most important to look at and learn. Then you talk about it and come up with a new plan and get your player back in the game.

Feedback is the breakfast of champions. This is a phase we love about the experience of being a player. When your player really gets that playing for results is NOT about right and wrong answers but rather an ongoing creative process, they begin to SEEK feedback rather than avoid it. Great players are in pursuit of mastery. Great players know that you only become great by facing big challenges and learning.

As a coach you will want to bring awareness to how your player learns. AND possibly introduce them to new ways of learning when they are ready. A residual of the Industrial Age is that people think that they need to LEARN by studying the right answers before they do anything. You will probably need to guide them into the process of learning from experience; you can also introduce them to collaborative learning.

Learning Objectives

With the LEARN Superpower:

- You will guide your player on the engaging quest to learn from everything in the game and become a SEEKER of feedback in the pursuit of mastery.
- Your player will dive into LEARN-MODE; fueled by their purpose and their desire to create results
- Using Judgement-Free Awareness as a foundation you will help them look at everything that happens and doesn't happen with open eyes and curiosity.
- Using Permission as a foundation you can share your observations about what they are doing that is creating a positive influence and what they are doing that is creating a negative influence on the results.

What are the general truths about the LEARNING?

1. We are all avid learners. However our joy of learning got stifled in the right/wrong environment of Industrial school. This is why the play framework – with the essential truth that you can learn from every experience – is so freeing.
2. Learning is the ongoing development of capabilities; to do things well and create results. (again, NOT the accumulation of information or right answers)
3. When we are learning we feel energized and alive. This is how we were meant to live.
4. Learning from the feedback we experience in the game accelerates our ability to create the results that add value to others and fulfill our purpose in the world.
5. After your player has an experience of playing for results (CREATE) the LEARN Superpower is about evaluating what happened and using it to THINK of a new way to play the game better the next time. Reviewing the game results is a collaborative exploration.
6. Evaluating what matters is NOT about making a list of everything that went “wrong”.
It is being curious in how you look at what happened to find potential improvements AND creative ideas that can become the next experiment.

How to use the “LEARN” with your players...

LEARN is about transforming the game experiences into learning that helps the player get better results in the next game. The desired results remain constant for the time frame, but the way the game plays out will be a little or a lot different every time.

The LEARN process is a dance. You need to celebrate what went well in a realistic way, look at the challenges with curiosity and openly explore “mistakes” and missed opportunities. This is a lot to do so you have to keep the right balance.

In the CREATE process you and your player came up with a variety of experiments to try, new territories to explore and new skills to try out. You need to keep track of what they are “playing with” so you can help them evaluate what happened in a somewhat orderly fashion. You may have to remind them that what they are doing is a CREATION or an EXPERIMENT! It is not a guaranteed path to get the right answer. In great games, there are no guarantees!

Also you have to help your player see mitigating circumstances and how they affect results. Sometimes your player will get an amazing positive result but it came about in a fluky way that is not repeatable. Other times they may take creative actions that don’t get the desired result but were really close and on the right path.

As the Coach, you have an objective view of your player and the game. So when you are evaluating the game with your player you need to take the lead in the conversation with curious questions that spark awareness for the player.

Exploring how your player responded to challenges is a major part of coaching. You have to dance with your players’ current ability to process feedback. You may know a lot more about the mastery of this game than they do, but you need to keep your critique – always with Permission – to ideas that are a match for where they are on the path of development.

Here are the basic LEARN questions:

- Tell me about the results of the game. What happened? What did you learn from that?
- Tell me about what didn’t happen? What did you learn from that?
- Did anything unexpected happen? What did you learn from that?
- What challenges did you experience? How did you respond to them?
- How can you bring the Spirit of Play to this challenge the next time?
- Who did you BECOME as a result of facing these challenges?
- What do you want to play for in the next game? What will you do differently this time?

Evaluating what matters can be a challenge. Proceed with caution!

The BIG challenge in the learning process is finding the balance between support and challenge. You want to support them in their own learning process but you also want to challenge them to see things in a new way, or look at things they are avoiding.

You definitely want to avoid “I told you so” type of comments when things don’t go well.

You can go to the “maybe try it my way next time”, but only very sparingly. Done in the right way at the right time you can build trust, at the wrong time it will diminish trust. Tricky.

The other challenge is “holding your tongue” when your player faces a challenge you know a lot about. There is a time to share your ideas, but don’t jump in with a quick tip too often. This will put you into the “Answer Man” club and you want a deeper connection.

Example of LEARN

Since we are always trying new experiments we are often staring in the face of lots of feedback.

The biggest challenge is usually wanting to “give up too quickly” when something doesn’t work the first time. Related is deciding when to end an experiment that is not improving the results we are playing for.

A note for managers becoming Coach Approach Leaders

As in all of the steps of THINK – CREATE – LEARN this is an area where you really have to learn how to dance with your players. Traditionally managers are taught to control their employees and quickly correct their mistakes.

When your players begin to play for results rather than complete tasks you have to open up to lots of new experiences; which is also the gateway to new possibilities.

Being open to what your player might learn in their pursuit of results could be a great opportunity for you and the organization. This is how you create a “learning” organization.

Benefits – How does the LEARN make you a better coach?

1. When you become masterful with the LEARNING process in your own life and the lives of others (AKA becoming a Player/Coach) you can be a real force in the world for good.
2. Often your players will LEARN something that is a great spark for you.
3. Humans are born to LEARN. By guiding your player back to their own learning process you will make a HUGE difference in the world.

How do you know if you’re getting it?

1. You find yourself naturally seeking feedback in what you are doing.
2. You start to think about new challenges that you can learn from all the time.
3. In coaching conversations you easily guide your player into Learning from the game while also naturally weaving in your own ideas.

What are some common mistakes to avoid?

1. Being too eager to provide a quick tip when your player faces a challenge.
2. Going too far into the details of every situation rather than honing in on one or two things that represent everything your player needs to learn right now.
3. Thinking that learning something only means avoiding mistakes the next time.

Basic Skill: Manage Progress

Managing Progress and Accountability

Ability to hold attention on what is important for the player, and to leave *responsibility with the player to take action*

- a. Clearly requests of the player actions that will move the player toward their stated goals,*
- b. Demonstrates follow through by asking the player about those actions that the player committed to during the previous session(s),*
- c. Acknowledges the player for what they have done, not done, learned or become aware of since the previous coaching session(s),*
- d. Effectively prepares, organizes and reviews with player information obtained during sessions,*
- e. Keeps the player on track between sessions by holding attention on the coaching plan and outcomes, agreed- upon courses of action, and topics for future session(s),*
- f. Focuses on the coaching plan but is also open to adjusting behaviors and actions based on the coaching process and shifts in direction during sessions,*
- g. Is able to move back and forth between the big picture of where the player is heading, setting a context for what is being discussed and where the player wishes to go,*
- h. Promotes player's self-discipline and holds the player accountable for what they say they are going to do, for the results of an intended action, or for a specific plan with related time frames,*
- i. Develops the player's ability to make decisions, address key concerns, and develop himself/herself (to get feedback, to determine priorities and set the pace of learning, to reflect on and learn from experiences),*
- j. Positively confronts the player with the fact that he/she did not take agreed-upon actions.*

Additional Notes:

- k. Debriefing after each weekly game powerful form of managing progress*
- l. Giving your player a game card where they earn points for actions and results creates a rewarding and fun form of accountability*

2.14) Coaching Mistakes: Preachy & Reactive

We continue our exploration Thomas Leonard's collection of 50 "Coaching Mistakes and How To Avoid Them; Less Oops. More WOW!"

Preachy

- a. The coach always has an answer or solution for what player is experiencing. The coach fails to elicit the player's opinions, putting down the player's own experience and intelligence.
- b. The coach has strong opinions and pushes them on player, instead of sharing them. At worst, comes across as rude and inconsiderate.
- c. Needing to be "right" and attempting to convince, instead of just putting out ideas as options. Can develop into a contest of ideas, not coaching.
- d. The coach narrowly proselytizes one way to look at something, instead of offering several alternatives.
- e. Putting "shoulds" on the player ("you should do X"). May lead to arguing.
- f. The coach comes from arrogance, not curiosity.

Reactive

- a. When a coach can't be with, or isn't comfortable with the player's problems or pain.
- b. Attempting to fix, resolve player's problems. Not understanding that the player may only need to be listened to regarding the issue, does not want feedback from the coach.
- c. Reacting emotionally to a player's situation. Projecting your own feelings about the subject onto the player and adding to the problem rather than relieving it.
- d. The coach pushes the player to change, take advantage of an opportunity, and address an issue. Pressing your agenda onto the player.
- e. The coach tries to protect the player from themselves or reality.
- f. Jumping in too soon with comments / advice / solution. The coach fails to take time to reflect before reacting.

Friend vs. Coach

A friend is supposed to jump into the emotion with you
vs. coach maintains a more reflective perspective

2.15 Class #2 Prep

Confirm in Leader Guide

Coaching Super Theme: Results – Add Value

Results = Your "YOUUnique" contribution in the world

The fundamental reason why any individual chooses to become a player in a game with a coach is because they have a strong desire to create new, better or bigger results in the world. No one needs a coach to keep doing what they are already doing!

“Results” are what happens in the world when you take action. **In a game, the results are something that you can NOT control but you can influence** with your strategy, energy, skill, resourcefulness and luck.

Question: What are you playing for in your game that you cannot control but you can influence?

Coaching Superpower: Plan!- Freedom to choose

PLAN. In the context of playing a new, bigger, better game we begin with what the player wants to do to fulfill their purpose. What game objectives are they free to choose right now? Then we gradually introduce the player to new ideas to consider and new ways of thinking.

Question: Why is it important to understand how and what your player thinks?

Coaching Superpower: PLAY

PLAY. In the play framework this means finding the game actions that will create the results in a way that adds value to others. Sounds like fun right?

We start with the premise that there are MANY possible ways to create the desired results. This is VERY different than the Industrial Mindset which dictated that there is one correct way to do everything. Your game as a Coach is to guide your player through the creative process to find the best way for them based on their current abilities and preferences.

Question: How does playing for results spark your creativity?

Coaching Superpower: Learn – Evaluate What matters

LEARN. In the play framework this means helping our player acquire and build capabilities rather than accumulate information and right answers. You do this by evaluating what happened in the game. You are the objective pair of eyes to help them learn from everything that happened, and everything that didn't happen! Sounds like fun right?

Question: What will it take for you to learn from the game vs. seeking information?

Chapter #04) Co-Create Awareness

Focus: Practice with Role Play

“The ultimate reward of practice is not winning the championship; or even winning the game. The reward is that moment when you experience yourself playing well.”

“If you are willing to see, the game will teach you everything you need to learn.”

**-Manny Schellscheidt
Hall of Fame Soccer Coach**

?3.01) Chapter #3 Prep (Add the links)

Almost everything we do as a coach is connected to co-creating growth experiences; to facilitate the growth that the player needs to live their dream. The player's vision of themselves playing better and having new experiences – the performance-possibility gap - is our guiding light.

In Chapter #3

We will explore the Coaching Theme: Awareness

We will explore the Role Play technique for practicing Relate for Influence situations

We will explore the Co-Create Awareness Technique (briefly and then again in Chapter 6)

We will explore pivotal moments and embracing challenges

We will explore the Non-Conscious Mind portion of the Energy Alignment Game

We will explore the Coaching Guide for Session #3

We will explore these Coaching Superpowers:

- #7 Curiosity ~ Powerful Questions
- #8 Triplex Listening ~ Active Listening
- #9 Self-Trust ~ Direct Communication
- #10 Go Deep ~ Expand Awareness

Note: These are the Superpowers needed for the Co-Create Awareness Technique that we will explore in Chapter 6.

Before Class

Read through the complete coaching guide for Session #3 (Page X)

(this is a link to the PDF with the complete set of coaching guides)

[Listen to this Player Prep Audio to prepare for Session #03](#)

(this is a link to the SoundCloud Audio)

Playsheet Pack: Print 2 copies of Page X

Listen to the Coaching Demo of Session #3

(Coach Dave and Player Mary)

The focus of the coaching session with our player in Chapter 3 it is The Role Play Technique.

The theme from the Coaching Superpowers Model in Chapter 3 it is coaching for Awareness.

3.02) Coaching Theme - Awareness

Tagline: Perceptive Observations

We see the Lightning Bolt which symbolizes the call to adventure. It is on the adventure in pursuit of our dreams where we become aware of how much more we can be; how much more we are capable of.

This is the foundation (in Green) of the Coaching Superpowers Model (AKA Trapazoid)

This section contains the skills required for the Co-Create Awareness Coaching Technique.

BIG QUESTION

How do we guide a player toward greater awareness of themselves AND the world around them (to play Heads Up); especially when the Industrial Culture teaches us to keep our heads down to focus on our tasks?

A Quick Background

As a player in pursuit of a dream, the more we can understand ourselves and see what is happening around us the more choices we have and the better we play. Becoming “aware” while playing is almost impossible, because while we are playing our focus is on the action. What the coach does is help the player “see” themselves and the situation better through perceptive observations.

In athletic coaching this happens during “practice” or during film sessions; in some athletics there are also “time-out” observations during a game.

In Life coaching we aim to create the feeling with our players that our time together is for playful practice as well as something similar to a film session. The important idea here is that the player gets a lot of value from our perceptive observations.

One thing I can tell you from my over 20 years as a life coach is that we don’t see ourselves very clearly at all; we have a lot of blind spots to our unique abilities, desires, beliefs, fears and so much more. I will talk about this more in a few paragraphs.

In addition, we don’t see our situations very clearly either. Often as the outside observer the source of the problem or the huge opportunity or the obvious resource seems to have a spotlight shining on it! But still the player did not see it. What is going on??

So rather than thinking there must be something wrong with us Humans that we don’t see everything, I choose to see it as an obvious truth: we ALL play better with a great coach observing us!

Looking at the left side of the Coaching Superpowers Model (Trapazoid) you see the three major themes of Life Coaching Intent: Relationship, Growth and Awareness.

These themes play together in many interesting ways. For example playing together to co-create growth experiences also deepens your relationship and creates awareness opportunities.

In this section we play together in reflective conversations to develop awareness.

As a Life Coach we aim to guide our player to awareness that will expand both who they are – Identity – and what they are capable of doing – Growth.

We do this through spirited, playful, sometimes DEEP co-creative conversation.

Blind Spots

The reason Life Coaching is such a powerful form of partnership is because as the player we cannot see ourselves play while we are playing. The coach is a perceptive and judgment-free outside observer who can see what the player cannot see as a gateway to play better and co-create more rewarding experiences.

The deeper version of this concept is that beyond seeing what is happening – or not happening – as we play, we don't see ourselves or even know ourselves as fully as we could. When we don't see something about ourselves, like a habit or a pattern of choices or a belief, or a unique ability, this is referred to as a blind spot.

Coming to know ourselves more fully is one of the most profound experiences of being alive! Playing for a worthwhile dream in pursuit new experiences with a great coach is one of the best ways to come to know ourselves in this way – to reveal our “blind spots”. Often it is the great challenges that we face as we pursue our dreams that spark these awareness opportunities.

Perceptive Observations

The ability to step back and “reflect” upon a recent experience to gain new perceptions and awareness is a remarkable Human ability; and one that is greatly enhanced through co-creation with an informed and trusted observer; AKA Life Coach.

The last two lines of the Coaching Definition paint the picture for what this theme is about. You are guiding the player to play better...

Through perceptive observations

And co-creative conversations

There is a time in a coaching session for playing together – practicing together – to create growth experiences. During this time there is plenty of back and forth perceptive observation and co-creative conversation.

In this section we are referring to even deeper exploration conversations.

- About what just happened while we were practicing just a few moments ago; something was revealed
- About what happened when the player was playing out in the world in the recent past; something was revealed
- About the players current situation; reflecting on the big picture.
- About what I (the coach) just heard you say; that may reveal a hidden desire, belief or fear (AKA Blind Spot)
- About all kinds of topics that the player may want to explore

Often your player will want to explore something that seems off-topic regarding their dream; but upon further reflection it reveals a big clue for the players growth.

As the coach you are asking questions, listening and sharing observations (using the Coaching Superpower Self-trust – feel it – say it; we will get to that in this chapter). This recurring sequence of coaching actions is known as the “Co-Create Awareness Technique”

The player will also reflect on the situation and share their perceptive observations.

The player may also reflect on something that you just shared to go deeper.

This is an essential experience of Life Coaching: when the coach and player are in a co-created conversation where they are reflecting observations together. Often these conversations reveal an opportunity for a deeper exploration that leads to an AH-HA awareness moment. WE LOVE WHEN THIS HAPPENS!!

Human Superpower - The Ability to BELIEVE

Believe – Your player can choose to use their “Ability to Believe” proactively. This will emerge possibilities to change and upgrade their beliefs.

Beliefs – Your player can choose their conscious beliefs and influence their non-conscious beliefs; your player’s conscious and non-conscious beliefs can emerge.

The BIG Intentions

Co-create a safe space for perceptive observations in pursuit of awareness of both inner experiences and outer experiences.

Co-create a safe space for perceptive observations of their beliefs and values.

Co-create a safe space for perceptive observations of their emerging desires.

Co-create a safe space for perceptive observations of what they are doing or how they are doing it.

Co-create a safe space for perceptive observations of what they are NOT doing and what might be getting in the way.

Co-create a safe space where the coach can share perceptive observations that come from intuition or inklings (things that are impossible to explain with logic).

Co-create a safe space where the coach can share perceptive observations that come that come from the Coach's experience.

More BIG Questions to Wonder

With our minds and patterns so indoctrinated into Industrial Age fear of being judged, how do we co-create a safe space for our players to share about moments that didn't go so well?

With our minds and patterns so indoctrinated into the Industrial Age shame of not knowing, how do we co-create a safe space for our players to receive feedback and new ideas?

How do we transparently coax our potential players from the belief that they should be able to figure it all out by themselves by studying a self-help program into an understanding that having a coach is just better; that we are not meant to figure everything out by ourselves; especially not ourselves!

How do we remain certain that we are a capable guide for our players when often we realize that our most insightful words for our players are actually more for ourselves? (YIKES!! It happens all the time.)

Find the sweet spot with each player

Between Reflection / Perception and Action

Some players may be all about action and don't take the time to reflect. They rarely improve.

Some players may be all about long reflection conversations and resist action. They rarely improve.

As a Life Coach you get to know each player so that you can guide them with just the right blend of reflection and action that they need to play bigger and better.

***** From the Player Playbook: Activate Your Superpowers *****

3.03) Co-Create Awareness Coaching Technique

Let's explore how to talk together about "what happened" when you played.

As we head into Coaching Session #3 you will begin to notice a structure. Your coach will ask you about what happened since the last coaching session. This is the GROW part of the Plan-Play-Grow technique we explored in Session 2.

When you and your coach talk about things, there is a technique that will help you get the most growth from each experience. We call it the Co-Create Awareness Technique; it is a core technique of Life Coaching.

We also call this the “Abera Ca Dabera” technique. It is an experience that both coach and player co-create together, enjoy together and benefit from together.

Let’s look at the model and start in the middle layer.

Abera Ca Dabera

This phrase from the Aramaic language translates to: I create as I speak. It takes practice AND it is magical. When you speak this way you can create your dreams and create the next version of YOU!

Safe Space

The coach and the player co-create a safe space where they can both express themselves freely and listen to each other with judgment-free awareness. It is the safe space that gives the “I create as I speak” its profound power. In a safe space you can say things that you have never said before.

Now let’s go to the outer layer and three Coaching Superpowers that play together in a cycle.

Curious Questions

The coach asks a provocative question, then provides a space of deep listening for the player. Sometimes the player will ask the coach a curious question as well. Navigating via curiosity is a coaching and playing superpower.

Triplex Listening

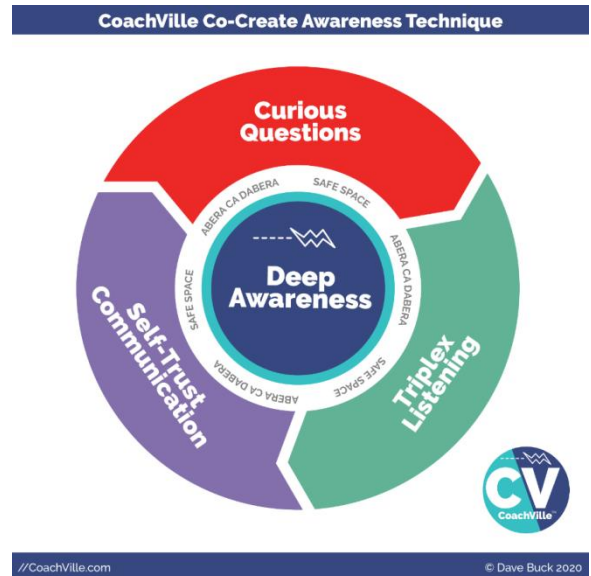
Triplex listing is deep listening. This is where you hear the words the other person is saying; you hear and feel the energy behind the words; AND you hear what the other person is NOT saying.

In this space of listening the speaker is able to say things they have never said before.

In this space of listening the speaker is fully heard and “SEEN”; something we are all yearning for.

Self-Trust Communication

In this space both the coach and player will have insights and inklings that they can freely share. Sometimes these thoughts are challenging to the status quo; this is a good thing. Often it feels like wisdom from within is bubbling up or knowledge from the Supermind is



coming through. Often these thoughts don't make "logical sense" at first, but as they are explored new connections come to light; the "lightbulb" moment!

Deep Awareness

When two people are listening and sharing in this space new awareness is co-created.

Thomas Leonard, the founder of professional Life Coaching often said: "Awareness is unifying". In other words, things come together; new visions, new clarity of purpose.

In these conversations, you expand awareness of...

Your Self and your value and your capabilities (AKA Superpowers)

Your situation and the possibilities you want to explore and experience

The world and your place in it and your potential to contribute to it

With new awareness, new possibilities emerge.

The more you can see, the more power you have, the better you will play.

One last note: while the focus of the Co-create Awareness Technique is on you, the player, often the coach will gain awareness into their own dreams, self, situations and world during the experience.

BONUS!!

3.03) A few thoughts about Pivotal Moments

In life there are a lot of moments! As a player, you cannot practice EVERY moment with your coach. So, you and your coach need to cultivate understanding about what the pivotal moments are in your Dream and then practice those.

A pivotal moment is one that has a big impact on whether or not you create the results and experiences that you desire.

There are many possible scenarios for a pivotal moment in life. Here are three basics:

- A) It could be "pivotal" because the possible rewards are great
- B) It could be "pivotal" because it could be emotionally challenging in some way
- C) It could be "pivotal" because it happens over and over again without desired results

The way your coach guides you is by practicing pivotal moments with you!

Let's focus briefly about how we do this in Life Coaching.

Yes, Life Coaching involves a lot of talking. BUT it is super important that you know the difference between "talking" and Practicing in Conversation! A coaching relationship is so much more than talking. Think about a voice coach or a basketball coach. Yes, they talk

with their players a lot BUT, they also practice with them by singing or jumping on the basketball court to demonstrate something.

3.04) A Few Thoughts About Practice

- Play and practice go together. Practice is the pursuit of playing better.
- Play is something that you cannot control but you can influence. Practice is about gaining more influence in a recurring activity or situation; or the ability to co-create the desired result more often.
- Adults often absorbed an Industrial Age belief that they **SHOULD** know how to do everything already and as a result resist practice.
- Adults often feel vulnerable when they don't know how to do something. So they just try to avoid it or fake it rather than seeking a way to practice.
- Practice is the pathway to mastery; there are so many activities that are fun and useful to master.
- With practice essential actions become "natural"
- To practice you have to allow yourself to "NOT KNOW" how to do it; or allow yourself to not be perfect.
- Practice is a way of getting feedback. Because of Industrial Age environments where feedback meant that you screwed up, most adults have learned to avoid feedback. To become awesome at Social Play in the Connected Age you must become fluid with feedback experiences. Keep growing.
- For people who have the desire to play better, feedback is the “Breakfast of Champions!”

3.05) Embrace challenges!

In this session your coach is going to do a slightly deeper dive with you on the challenges that you are experiencing and noticing.

This can be challenging... because in the Industrial Age having a challenge meant you weren't doing it right; whatever IT was.

When you are a player, playing with activities that you can't control but you **CAN** influence, every challenge points the way to a new growth opportunity.

This leads us to the fun challenge of relating for influence which we practice with the Role Play Technique.



3.06) Practice Relating for Influence with Role Play

The more you study the Dreams of life, like personal growth, business, leadership or romance, the more you realize that communication / relating is the primary activity. Playing for a dream is mostly about talking to other people and playing for influence!

Relating for influence is a form of social play and it involves social risk; specifically the risk of rejection. Social play is connected to our sense of belonging and our status with a person or within a group. If we get a “Yes” our status goes up. If we get a “No” our status goes down. It may sound childish in a way, but to your inner being, social status is a very BIG DEAL.

Relating for influence has MANY underlying factors like being present, really listening and sharing authentically.

Your coach will use the Role Play technique with you to help you become a skilled relator through practice. Practice leads to agility and confidence. As your coach plays roles that want to practice influencing, you will become a more playful and resourceful player in life.

In most dreams there are MANY distinct conversations that you can identify and practice.

The key to a good role play is to hone in on:

A) a very specific conversational skill

OR

B) A very specific conversation situation

Examples of distinct conversation (Skills):

- Ask someone for something
- Ask someone for something that you need
- Ask someone to do something with you
- Ask someone to do something for you
- Make a request for support
- Make someone an offer to do something for/with them
- Ask someone to change their behavior in a positive way
- Speak your truth to someone
- Introduce yourself to someone in a way that sparks deeper conversation
- Invite someone to hire you for something and discuss the money!

Examples of specific conversation situations:

- I need to ask my boss for the opportunity to lead the new project.
- I want to call Bill from the Chamber of Commerce and suggest that I give a talk at our next meeting
- I want to reach out to Sally and let her know that I want to be a part of the community leadership team.

There are so many possibilities!!!

3.07) The Role Play Technique

In this session your coach will use Steps 1,2,4,5,6 and 7. Notice the flow: Plan – Play – Grow.

We will skip Step #3 this time.

1) Define the situation

What is the conversation you want to practice?
What is your intended result or feeling?

2) Define the Role

Your coach will ask you to give a character sketch of the person. If it is a specific person you can share those details. If it is a recurring conversation then create a composite sketch of common characteristics of a typical person.

4) Play Together

Your coach will jump into the role and play the situation out with you while also observing:

- Your clarity of intent
- Your energy
- Your flow of words

5) Time Out

Your coach will call time out - Or YOU can call time out – to step out of the situation.

6) Level up

You and your coach can explore:

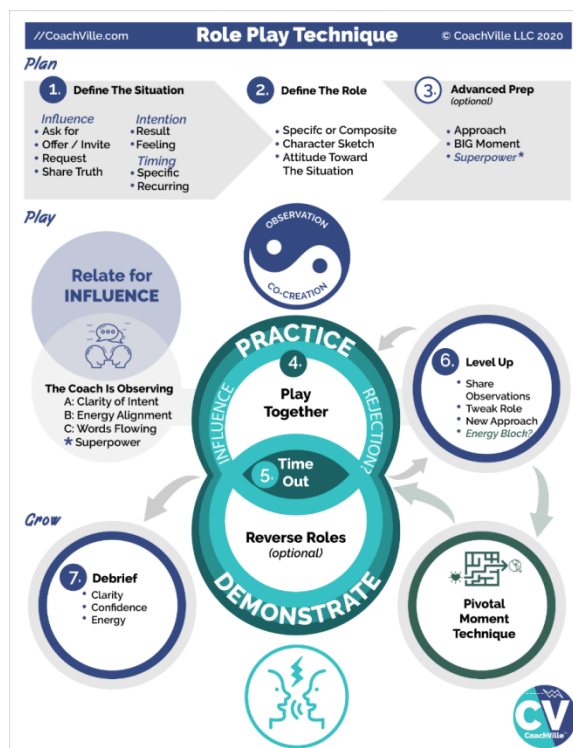
- How YOU feel in the situation.
- How they can improve the role to make it more valuable for you.
- How you might approach the situation in a different way.
- How you can practice expressing one of your Superpowers.

4) Play Again

You and your coach may practice the conversation a few different times.

7) Debrief

You and your coach will reflect on the practice to look for growth and growth opportunities.



3.08) What are your Superpowers for Influence?

My main objective in asking you this question right now is for you to:

- A. Realize that you do have superpowers of influence.
- B. Start looking for them within yourself through your experiences
- C. Start to imagine becoming a capable influencer through practice with your Coach!



We all have Superpowers for influence and we used them freely when we were small. But usually this didn't go so well. So over time the playful influencer within us went underground. Meanwhile, whatever form of influence was effective within your family of origin is the one you developed and the one you probably use now. The need to belong is a powerful force that causes us to adapt in a lot of different ways; many of which don't serve us well when we aim to play BIG for our dreams. I will get into this in great detail in Chapter 5 of this playbook.

For now though, I want you to look back at the page of Super YOU playsheet in Chapter 1. This time look at the phrases and try to remember yourself as a young influencer. Or another way is just to reflect on a phrase and see if it stirs anything within you.

For me, using this exercise I recognized my superpower called: "Approach With Sensitivity". When I began the process of activating it and practicing with it, I gained a lot of confidence in situations when I wanted to relate for influence.

You can do it. And as always... expect it to feel risky at first... and be prepared to practice a lot before you feel confident with it.

3.09) The Non-Conscious Mind (Energy Alignment Game)

Let's go deeper to understand what your Non-Conscious Mind is all about because this is one of the main aspects of your energy that we need to gain awareness of AND what we will be exploring with the Pivotal Moment Technique in Session 4. A lot of Non-Conscious "stuff" will pop up when you Role Play with your coach and when you play out in the world!

It is the accumulation of all of your life experiences; especially the emotional content!

That is VAST. It has amazing wisdom. It includes inner wisdom through body awareness, fears, desires and beliefs.

One way I like to explain it is this:



The TOP priority of your Non-Conscious mind is to keep you safe. That is a strong and sometimes confusing imperative because “safety” – in particular social safety – is not a black and white matter; there are a lot of grey areas.

The second priority is to pursue your dreams.

So unless you consciously, actively and intentionally focus on your dreams the default priority of social safety will rule your life. << THIS IS BIG!

The Non-Conscious Mind is amazingly resourceful and creative! It has the memory of everything you have experienced which includes what you have done but also what you have observed! You have seen a lot.

Think of all the creative ways it has to get you to NOT do something.

But imagine if you were able to align that power and resourcefulness in the direction of your Dreams... WOW!

This is what the CoachVille Inner Freedom Method is ALL about. This may be an adventure to add to your future plans.

The Non-Conscious is connected to everything!!!

Let's do a quick walk through the Non-Conscious connection to all of the forms of energy in Energy Alignment.

Is it safe to express Super YOU?

Is it safe to play? Or do you need to be quiet and work?

Do you feel that playful SUPER YOU belongs in the environment you are in? Or do you need to scale yourself back to feel safe?

Are you feeling the connection to life as it unfolds? Or does it seem like life is against you?

Your Dream is a version of your Heart's desires. Is it safe to believe in your dream?

Good vibrations!

Body Beliefs can be Positive!!

When your body feels safe and you move toward your dream that ALSO creates buzzing energy in your body. It's not easy to explain but it feels like joy.

It takes just as much practice to allow your body to feel joy as it does to allow your body to feel fear.

YES! Feeling joy takes practice!!!

3.10) Prepare for Session #3 – Practice with Role Play

Your BIG Dream: Every time you speak your dream out loud with your coach it gains energy.

Explore the Fear / Growth Zone

Celebrations ~ Insights ~ Actions and Results here

As you share about your experiences you will gain clarity and awareness!

Challenges and Superpower Discoveries

We explored this at the beginning of the chapter. The key is to be playful in how you talk about them. Embrace the power of co-creative conversation to expand your possibilities!

Role Play and Ah-ha moments

Come prepared with an idea for a conversation to role play; OR a few to choose from.

Immerse yourself in playful practice. You will be amazed at what you discover.

Growth Zone : always remember that the purpose of a coaching session is to play and grow while you are in the session.

Pivotal Moments... keep looking;

Challenges... keep looking!

One thing that I have noticed about people who aim to play BIG... they go beyond embracing them and they LOOK for them. The next thing is just a quick reminder to LOOK for your pivotal moments: moments when you avoid or delay an action or notice that you are avoiding a social risk. These are the type of challenges you want to share with your coach. It will open up growth opportunities that you can explore together.

We will play with the Pivotal Moment Coaching Technique in Session #4.

Play Plan

Make a few notes about actions you want to play with this week!

***** End of Player Playbook Chapter 3 *****

| Activate Your Superpowers Session #3 Notes | | Date: |
|---|--------------------------------|--------------------------------------|
| The BIG Dream: | | |
| CELEBRATIONS | Explore the Fear / Growth Zone | |
| CHALLENGES | INSIGHTS | ACTIONS AND RESULTS |
| CHALLENGES | | SUPERPOWER DISCOVERIES |
| SESSION FOCUS: ROLE PLAY | | AH-HA MOMENTS |
| Growth Zone What did you learn... About playing for your dream? | | About yourself and your Superpowers? |
| Play Plan: What are the actions / perspectives you will focus on? | | |

3.11) Coaching Notes for Role Play

Role Play is a SUPER important Life Coaching Technique.

Remember in the Introduction I shared that there are 4 kinds of conversation in a coaching session? Role Play is one of the best ways to get into ACTIVE conversation.

Let's go a little deeper into the Role Play Technique and Model. Here are a few thoughts beyond what I included in the Player Playbook in Section 3.7.

Coaching occurs by being a practice partner and playing together so that your player can experiment and grow. One of the primary ways we play life is by relating with other people; remember social play Relate for Influence. So as a coach you need to be able to create practice situations where your player can play better at relating; especially when the risk of rejection is present. You do this by role playing pivotal situations and conversations.

There are many possible scenarios for a pivotal moment in life:

- a) It could be “pivotal” because it happens over and over again without desired results
- b) It could be “pivotal” because the possible rewards are great
- c) It could be “pivotal” because it could be emotionally challenging in some way

The role play is where the coach plays the role of the person the player needs to talk with. It could be a specific person. Or it could be a “typical” person for a recurring activity.

Doing a role play can feel uncomfortable for both coach AND player but when you understand the power of it, it is well worth expanding your comfort zone.

Doing a role play allows you, the coach, to “observe” your player in action and get a much better idea of their capabilities as a player. And it allows the player to build confidence in their abilities as a relator; especially in a conversation for influence where they feel the risk of rejection.

To do a great role play only takes a few minutes but often reaps huge rewards.

The bottom line is that playing for a big dream requires practice. Doing a role play allows you, the coach, to “observe” your player in action and get a much better idea of their capabilities as a player.

Going Deeper Into the Role Play Technique

The role play is where the coach plays the role of the person the player needs to talk with. It could be a specific person. Or it could be a “typical” person for a recurring activity.

Observation ~ Co-Creation

This is on the model to remind you that this is the centerpiece of the coaching relationship and that Role Play is the premium way to bring this framework to a coaching session.

Relate for Influence

Coach: while you are co-creating the scenario with your player and then practicing with your player you are also OBSERVING your player.

You are observing:

A) Clarity of Intent – listen carefully as they define the scenario and then in the role play assess how clearly they are moving toward their intention.

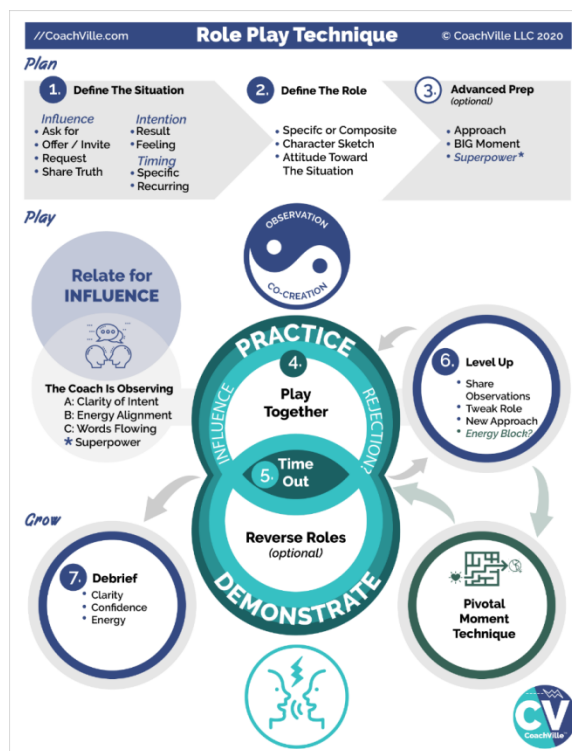
B) Energy Alignment – while you are playing in the conversation is it vital that you pay attention to the feelings that you notice within your Self and feel coming from them.

C) Words Flowing – The words that someone speaks are mostly effected by their clarity of intent and flow of energy. Yet, sometimes there are better ways to say things that you can suggest after a time out.

*) Superpower – This is a subtlety of advanced coaching. If the player wants to practice a particular Superpower for Influence – which is awesome – then be prepared to notice when they use it or AVOID using it.

We will continue our exploration of the Role Play Technique in the Coaching Notes for Session #3 in the next session.

Advanced Technique... Reverse Role Play



Reverse Role Play is where the coach plays the role of the player and the player plays the role of the person they are going to talk to.

This is not something you would do in your first Role Play together. But in the future it can be really powerful for 2 reasons.

- 1) It gives you – the coach - the opportunity to demonstrate a new way for the player to approach the situation; demonstrating new ways is a classic coaching move. This is the primary way that your experience can be of great value to your player; by playing together rather than talking about it or explaining it.
- 2) It gives your player the opportunity to put themselves into the perspective and mindset of the person they want to talk to. By “stepping into their shoes” and playing as them, they start to imagine new ways to approach them.

Combination Technique... Pivotal Moment

The Pivotal Moment technique can be used when the player experiences some inner resistance to something they intended to say or do in the conversation. This happens A LOT because we have all absorbed a lot of fears of rejection. These fears take many forms like the fear of asking for what you want or the fear of offering something that might fail; lots of things like this.

We will explore the Pivotal Moment technique in Session 4.

And we will practice the combination of the two techniques in Session 5. AWESOME!

TRANSFORMATION: Here we are doing just one role play. My hope is that your player hires you for a very long time and you do MANY role plays together. This will create a powerful coaching path to deep playful growth. YES!

3.12) Coaching Notes for Session #3

Quick Prep!

The quick prep for this session is mostly about the role play; which was so big I had to pull it out into its own session.

The main thing is for YOU to practice being playful! Know that your playfulness in the role play will provide a life-changing example for your player.

In the Role Play you are a role model for play! NICE!!

Here we go!!

****!!****

1) WELCOME (and permission to coach)

The usual opening lines...

2) COACHING PLAN ~ BIG Dream Actions

SAY: For our Coaching plan today we will practice together by doing a role play of a pivotal conversation in your Dream.

SAY: To get us started, share with me how you describe your BIG Dream now.

{listen. It is powerful for someone to speak their dream}

Every time!

ASK: Share with me anything you want to celebrate since our last session...

{Coach: listen and champion their growth!}

ASK: Share with me any insights you had about playing for your Dream?

{Coach: listen and ask any curious questions that pop up for you;
ESPECIALLY listen for anything that sounds like a conversation that you could role play}

These two questions are in most of our coaching guides. They are open ended questions to spark free flowing sharing by the player so that you can get a sense of what happened.

SAY: Let's do a quick check-in on how you played.

ASK: Please share with me anything important about your **actions and results**.

{Coach: listen and ask any curious questions that pop up for you;
ESPECIALLY listen for anything that sounds like a conversation that you could role play}

This is a new question that you will see going forward.

It is SUPER important that your player feels that you are very tuned into how they are playing; and not so much focused on accountability for tasks. How did you play is the most vital question???

You are focused on playful actions and results; this is where they will experience growth.

AND it will help you both identify opportunities for practice.

This is one of several opportunities that you have in a coaching session to really focus on the four Coaching Superpowers of this Chapter.

I will get into that in the next section Coaching Notes for Co-Creating Awareness

ASK: What was the most interesting **challenge** you faced and what did you discover about your Superpowers?

{Coach: listen and ask any curious questions that pop up for you; ESPECIALLY listen for anything that sounds like a BIG ASK conversation that you could role play}

This is a place to Co-create Awareness! ASK: “What other challenges...”
Encourage your player to embrace challenges as growth opportunities.

This is another BIG question that you will see in each coaching guide; and one that you should plan on asking a LOT in your coaching life! ;-)

This is another question where a co-created deep dive can be bare the fruit of awareness. It is very difficult to explore our challenges through solo reflection. Providing the close but outside observer perspective adds great value.

This is especially true for all Superpowers explorations because we don't see our unique abilities easily or clearly. This is another opportunity for you the coach to add life-changing value.

As you are talking about challenges, you are listening for activities to practice; especially conversations to practice with the Role Play Technique that is coming up next in the coaching guide.

3) PRACTICE / PLAY TOGETHER

SAY: OK. Let's get into our Role Play.

ASK: Let's think of a conversation that we can practice right now. Any ideas?

{Coach: this is where you define the situation; Step 1 on the Role Play Technique. You may need to help them or even suggest something}

If you and your player already identified the conversation to Role Play you can turn this into a statement: OK, let's Role Play the XYZ conversation now.

If it hasn't come up, then NOW is the time to choose something.

This is your first time Role Playing with this player so it doesn't need to be the most epic conversation! Just pick one that has at least a little growth potential.

The Role Play Technique utilizes the Plan-Play-Grow format so this is sort of a Russian Doll situation.

PLAN

In steps 1,2 and 3 you are getting just a few details so that you can play the scene with a fair degree of authenticity. It is play so it does not need to be perfect or exactly accurate; just close enough for your player to "get into the moment" with you.

3.1) Define the Situation

ASK: What is the result or influence that you want in this conversation?

What is the influence they are playing for?

- *Ask for something*
- *Offer something they want them to accept*
- *Invite them to do something they want them to say yes*
- *Request for support; for an action; for a change*
- *Share a truth; something they want to say and want to be heard*

What is the intention?

- *What is the result they are playing for? What do they want the other person to do? How do they want the other person to feel?*
- *What is the situation? : Is this a one-time situation with a specific person or is this a recurring situation with a type of person.*
- *Usually there is something they want the other person to say "Yes" to and commit to an action.*

3.2) Define the Role

ASK: What role am I playing? Describe the person's general characteristics in 30 seconds.

ASK: What is the person's point of view toward the subject?

Is this a specific person or composite of a typical person?

Character sketch: what are their essential qualities?

Attitude: what is their likely point of view about the situation?

Note: To play the role of another person, you do not have to change your voice. You can sound like yourself and still play the role.

3.3) Advanced Prep

ASK: What is the superpower you want to practice expressing?

It is through play that we become the next version of ourselves! Here you are giving your player the identity to practice expressing an aspect of themselves that they desire to develop.

PLAY

3.4) Play Together

**Jump into the Role Play for a few minutes.
Remember... It's PLAY!!**

Just jump into the role and play. Allow the character you are playing to come through you. Don't think about it too much or worry about if you are doing it right! Truly... the more you allow yourself to co-create in the flow, the better the practice will be for your player.

The first time you play the scene, "play it straight". In other words, use a light touch and allow your player to do their thing so you can observe them.

When you get to a second time in the scene or more you can add different twists to challenge your player.

3.5) Time Out

Call time out!

Either the coach or the player can call time out to end the scene.

3.6) Level Up

ASK: How is that going for you so far?

{Coach: Share your observations.}

ASK: How am I doing playing the role? Do I need to refine anything?

ASK: How can you express your Superpower more fully in this situation?

{Coach: Share your ideas}

SAY: OK. Let's try it again.

Talk it over for a few moments.

A) Share observations. What do you FEEL is the most important thing to share because that is the part they don't know about.

B) Ask your player if you need to tweak how you are playing the Role in any way?

C) New approach of experiment? Sometimes the player will immediately know that they want to try it again a different way. Sometimes you will need to share a few ideas and co-create a new approach with them.

3.4) Play Together (Part 2,3 etc.)

{Coach: **Try it again.** Throw in a few twists as the role player that will evoke your players Superpower to see how your player responds.}

{Coach: **Repeat** as many times as necessary until you feel your player has confidence for the conversation AND expressing their Superpower.}

As you and your player get more confident in this type of practice, YOU can really push the growth opportunities by bringing more challenge to the role play scenarios.

GROW

3.7) Debrief

ASK: What are your insights from this practice?

Practicing a conversation like this is very empowering for the player. And it an experience of real coaching because the player will grow in clarity, confidence and energy alignment WHILE you are practicing with them. It is important to capture this growth after the practice time. It will propel them out into the world to play what you practiced.

4) GROWTH MODE

Since you just did a growth conversation about the role play you may need to preface the usual conversations with a "Let's take a step back and look at all the different ways growth is happening"

The coaching guide is here to provide you with a reliable structure. But if a certain question seems redundant with what you have already discussed then just skip it.

ASK: "How do you feel about the progress you made in the conversation we played with?"

{Coach: listen and share}

This can be about the specific role play; there may be something more to say. BUT it can also be about the concept of Role Play itself.

5) PLAY PLAN (For the days ahead)

SAY: "OK, let's make sure we have a Play Plan..."

ASK: "How can you use what you learned in our session in the days ahead?"

{Coach: listen}

The usual questions here.

Make sure you get a confirmation for their plan to bring the conversation that you practiced to "real life" in the week ahead.

****!!****

3.13) Coaching Notes for the Co-Create Awareness Technique

Opportunities to use the Co-Create Awareness Technique happen all throughout a coaching session. In fact you have already been doing it without realizing it. Now let's explore it so you can use it intentionally.

Talking about what happened while playing out in the world

There are three fundamental Life Coaching scenarios:

- 1) Where you directly observe your player out "in the world"
- 2) Where you do not observe your player out "in the world"
- 3) Where you practice with your player so you can observe and co-create with them

Most life coaching is based on the scenarios #2 and 3 but scenario one is getting more common as we all play for our dreams in ways that are broadcast or recorded.

Scenario #1: You observe your player in the world

In some Coach Approach Leadership situations you may get to watch your players in action. Even as a Life Coach you may have the opportunity to observe your player when they do something that is being broadcast live. OR you may be able to observe your player in action via a recording. These are all awesome new opportunities that have emerged in the Life Coaching space. In these cases you still talk with the player about their experience but you have your own direct observations to contribute to the conversation.

Scenario #2: You don't observe your player out in the world.

You need a technique to talk with the player to get the picture of what happened by the player describing the experience. You have to develop the ability to see the "action", or the "situation", through your player's eyes by what they share. You need to learn your players explanatory style so you can adjust your observations accordingly. You need to get into the scene with your player as if you are watching it live. It is intense. It is truly awesome when you do it well.

Scenario #3: You practice with your player so you can observe them

This is the situation with the Role Play technique that we will do in this session.

In all three scenarios your role as the coach is to co-create awareness with the player.

Let's put a little attention on Scenario #2 because it is so common and so important.

The Coaching Guides ~ for scenario #2

THE BIG IDEA: The coaching guides gives “just enough” structure to guide the conversation while you practice the 4 Superpowers of the Co-Create Awareness Technique.

Here is a little section from the Coaching Guide to use as an example:

****!!****

SAY: Let’s do a quick check-in on how you played.

ASK: Please share with me anything important about your **actions and results**.

{Coach: listen and ask any curious questions that pop up for you;
ESPECIALLY listen for anything that sounds like a conversation that you could role play}

ASK: What was the most interesting **challenge** you faced and what did you discover about your Superpowers?

{Coach: listen and ask any curious questions that pop up for you; ESPECIALLY listen for anything that sounds like a BIG ASK conversation that you could role play}

This is a place to Co-create Awareness! ASK: “What other challenges...”
Encourage your player to embrace challenges as growth opportunities.

****!!****

Within each question use your intuition, inklings and curiosity to create a deeper exploration.

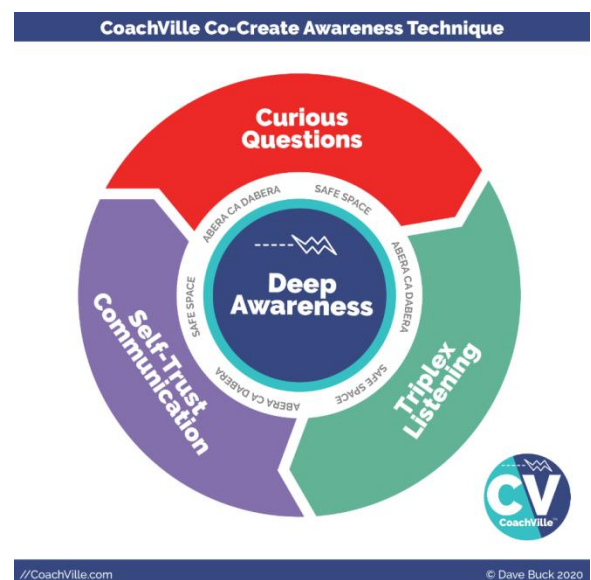
- Intuition comes “up” from your body; your non-conscious mind.
- Inklings come “down” from the Supermind; the experience is like a download from a source of wisdom.
- Curiosity comes from your Playful Conscious Mind.

While going with the flow of the questions, look for opportunities to co-create a life changing conversation using the 4 “Superpowers” of the Co-Create Awareness Technique.

The Co-Create Awareness Technique is specific use of the 4 Coaching Superpowers that we will explore next.

- #7 Curiosity ~ Powerful Questions
- #8 Triplex Listening ~ Active Listening
- #9 Self-Trust ~ Direct Communication
- #10 Go Deep ~ Expand Awareness

Here are a few little examples to spark your imagination...



#7) Curiosity – Exercise Wonder

You are asking your player about actions, results, challenges and superpowers.

Let's say your player is sharing about a visibility action they took. As your player is sharing notice the questions that pop into your awareness.

Ask one. (asking only one is key!)

As much as possible, frame your questions in an open ended way rather than implying an answer in the question.

“Have you ever tried posting on Facebook”? (has the answer in the question)

“Have you tried social media?” (has the answer)

vs.

“What do you think your visibility superpower is?” (this is the open ended example)

#8) Triplex Listening – Saying -> Not saying -> Belief/Energy

Listen fully with attention AND ease. Don't TRY hard to listen. (There won't be a test on what they are saying!)

Hear what they are saying.

Listen for what they did.

Listen for what happened;

Hear what they are NOT saying.

Listen for what they are avoiding or resisting;

Listen for what didn't happen.

Hear the energy underneath their words.

Listen for dissonance between what they are saying and how it feels;

Listen for their beliefs and perceptions.

For example as they share about a visibility play, does it sound like they were wild and free and enjoying it?

Or does it sound like they were forcing it or doing it because they said they would?

#9) Self-Trust – Feel it -> Say it

As you dive into the questions and triplex listen you will have intuition, inklings (as I described before) as well as insights and observations that pop into your awareness.

Your awareness as the Coach comes in many forms and includes: feedback, an idea, an insight about what might have happened, a related experience that adds value.

You can share these to expand the conversation. The KEY is to trust your “self” to share them and to share them WITH permission and WITHOUT attachment.

Examples:

“I have an observation about this, can I share it with you?”

“I just had an insight while you were talking, may I share it with you?”.

Wait for them to say “Yes”, before you share.

The key is to be open and let thoughts “pop” for you.

YOU: “It sounds like maybe you were forcing it rather than feeling free. What do you feel?”

When you share something from a “pop” you are moving from influence to vulnerability as a coach or coach-approach leader because you are sharing based on a “feeling” rather than a fact. (Remember Superpower #3).

After you share, let go of the need “to be right” about what you shared; your player may or may not resonate with what it. But if they do resonate with it, it can spark a deeper conversation!

#10) Go Deep – Look beneath the surface

As you engage in asking curious questions, triplex listening and sharing via self-trust, opportunities will arise to *Go Deep* into the situation. This is where you go deeper by asking a more revealing question or sharing a more provocative insight. You will know that it is “deeper” by the way you feel about it... a little edgy. Often these deeper conversations will enter some new territory in your relationship: which will be powerful for both the coach and the player. Going deep is the real juice of life coaching and where most new awareness happens.

When looking at bigger possibilities or exploring challenges, there is always something happening beneath the surface of the conversation.

What is REALLY going on here?
How do you REALLY feel about it?

YOU: “Why do you feel you are forcing yourself when you play for visibility? What’s driving that?”

YOU: “What do you feel would be possible if you could get into the flow of visibility and feel free in these actions?”

Notice I am using “feel” where most people would use “think”. For most players the word “feel” and the sense of feeling will give you access to a deeper awareness than the word

“thinking”. Feeling is an open territory where as thinking can be judged as smart or not smart.

Also feeling – especially when we get into the actual body sensations - will spark awareness of Pivotal Moments that we will explore in Chapter 4.

What is there to become aware of?

This is a big question and there is a range compelling answers: one would be everything; another would be only what is most important to see right now to make the next improvement.

As a coach you help your player become aware of:

- What were the results they co-created and what can be learned from the experience
- What were the challenges that they experienced and what did the challenge “ask” the player to do or become?
- What resources do they have around them that could be leveraged for the dream
- How did their choices impact the results; what other options were available
- Patterns of choices that they make; and how they could be maximized or improved
- What is their current skill level in an action; what their true gifts are
- What is the best way to improve a skill to get better results

Then there are a few more items of awareness when you have direct observation:

- What was going through your mind when this part happened?
- What were you feeling when this part happened?
- When you said this part, this was something I have never heard you say before. What was going on there?
- When you said this part, I felt your energy shift. What was going on there?
- What is a different way you can approach this moment?
- How can you express your Superpower more fully in this moment?

There is so much to talk about. I am just giving you examples to spark your imagination. You will develop your own style. Using this structure will help!

3.14 “Time Check”

Here is an important thing I can tell you about time... when you first start using this technique and really get into it; a planned 45 minute coaching session will become a 2-hour deep dive session in the blink of an eye!

This happened to me so many times in the early days of my coaching career.

In some ways it is awesome! You begin to realize how almost any life situation can become a life-changing conversation. At the same time, for most of us, regular 2-hour coaching sessions is not a sustainable business model!

So I recommend that when you first start coaching, leave extra time for your sessions to expand when it feels right. After a bunch of these coaching marathons with a few different players you will get a feel for how to “pick your spots” for deep dives AND how to accelerate them so that you can get the same life-changing impact in less time!

As a coach, you need to be able to be fully present in the session AND be aware of the clock at the same time. This includes knowing how far along you are in the Coaching Guide compared to how much time you have left for the session.

If you are deep diving on a challenge and you see you have only 20 minutes left and you still need to get into the role play... you need to call a time out with your player!

YOU: “Whoa, this is fun. But we need to call a time out here. We need to get into this role play before we run out of time.”

Also...

YOU: “Hey, we are pushing up against the clock here”. Do you have some extra time for our session to run over?”

Then move ahead accordingly.

Also, if your session does expand, **STILL** follow the guide to complete the plan for the session; even if this means speeding through whatever parts are left. Doing this is very important. It will ensure that your session “goes somewhere”. If you deep dive and then abruptly stop because you are out of time, it can feel like the session was incomplete... because it was!

This ability only comes with practice.

23.15) Coaching Superpower #7 - Curiosity

- Tag line: Exercise Wonder
- Original ICF Core Competency #6 Powerful Questioning
- New ICF Core Competency Part of #6 Evokes Awareness
- Essential Skill for the Co-Create Awareness Technique

Introduction

Curiosity is the first step in the Coaching Power Cycle that leads to expanded awareness for your player. Remember that the Power Cycle is a flow of 4 Superpowers that are used

to expand awareness; awareness that leads to “becoming” a better player, taking better actions and creating better results.

Curiosity is all about asking questions. Asking provocative questions is the hallmark of great coaching. The first 6 Superpowers that you have explored have all been fueled by great questions. Your own curiosity is what takes these questions to the next level with your player.

If coaching was a car, questions would be the steering wheel; you use them to guide the direction of a coaching conversation.

Here we rely on the Permission Superpower as a foundation. Always ask permission before you ask a question that dives into a deeper level conversation or new territory.

Through curiosity you become a collaborative learner WITH your player. Your aim is to create the experience with your player that you really want to learn about them, you want to share in their experience of the Dream AND you want to share what you know BUT only when and how they need to know it.

Learning Objectives

With the Curiosity Superpower:

- You will understand that questions are the starting point of great coaching conversations
- You will trust your own sense of wonder to guide you to great questions
- You will allow yourself to be a collaborative LEARNER not just a KNOWER / EXPERT
- You will know how and when to use different types of questions
- You will learn how to recognize “the bunny trail”; too many curious questions that don’t create new awareness that serves the purpose of getting better results.

What are the general truths about the Curiosity?

1. The more curious you are about the player as a person and the players experience of the game – aiming to see the game through their eyes – the better you will be able to coach them.
2. There are different types of questions; Leading questions (generally bad), clarifying questions (good in small doses), open ended questions for exploring and yes/no questions for choosing.
3. You can change the way you see the world by changing the questions you ask; as a coach you are a role model for asking better questions

4. As you get into a conversation about the game your own sense of wonder will pop questions into your mind. ASK them! If the question seems deeper than usual or into a new direction, ask permission first.

5. Mostly great questions will just pop into your mind while you are coaching. However, there are some great questions to keep in your coaching “toolkit”.

How to use Curiosity with your players...

Start with curiosity mindset

This is a big moment in your life as a Coach / Coach Approach Leader. Up until this moment you were trained to believe that your value came from knowing the answers; from being the expert. Here you will find out that your REAL value as a guide / leader begins not with answers, but with questions. Freaky I know. There will be a time for sharing what you know... but now is not that time.

The FIRST thing you must do is get curious; to exercise your sense of wonder. It is in there, but you may have to dig a little; it may be buried under a life time of being trained to know the right answers AND don’t ask too many questions!

Ask the “standard” questions to get the conversation started.

The coaching guides provide you with excellent coaching questions. Start there. Just ask these questions WITH your sense of wonder behind them. There is no right answer to these questions! So you should really wonder what your player might say.

As your player shares about the game, your own sense of wonder will pop questions into your mind.

Here is where it gets really interesting. Remember, you are a human! You are naturally VERY curious; even if it was stifled by years of Industrial Training! So as you are listening to your player share their thoughts to the standard coaching questions, your mind will pop with “wonder”!

When this happens... ASK! This may sound strange, but it is even ok sometimes to interrupt your player to ask a curious question that pops in your mind. These spontaneous questions are the juice of great coaching conversations; this is when coaching becomes a co-creation.

Ask the questions that you feel will serve your shared purpose

When you learn to trust your curiosity, LOTS of curious questions will pop into your mind when your player is sharing. With practice you will gain an “instinct” for knowing which of these questions will best serve your shared purpose with your player.

Some curious questions can lead down what is called a “bunny trail”. This is when a path of conversation is “interesting” but doesn’t lead to any big awareness that helps your player get better results. This takes some practice to sense, but what will happen is you will actually be able to feel energy in your body when a conversation is going down a track that will not bear fruit.

The only way to cultivate this “instinct” is with practice. Start with going with the flow of your curiosity but don’t go too far from the trail of the standard questions. The coaching outlines will keep you on a good path.

Examples of leading questions

Leading questions are when you ask a question with the answer you want embedded in the question. These types of questions should be avoided.

- Don’t you think that was a bad idea?
- Do you think you should go to the meeting early?

Here is the point about leading questions: There is a time to make specific observations or strong suggestions to your player. When it is time for this, just SAY it, don’t put a suggestion in the form of a question. This screws up the trusting energy of curious questions between you and your player. In other words if you often ask leading questions, they won’t trust that your questions are curious.

Examples of clarifying questions

Clarifying questions are used when you want to get a better understanding of what your player is saying or where your player wants to go in the conversation. They can be very useful. BUT if you use them too much the player will get the feeling that you don’t “get” where they are coming from.

- This situation you just described is this something you want to explore or did you just want me to know?
- This situation you just described, do you feel that is accurate or is it your interpretation?
- This situation you just described, do you think that is a real opportunity or is it more of a future possibility?

Examples of great open-ended questions:

The Coaching guides for the Superpowers we have already covered provide great examples of open ended questions.

- Why do you want to play this game?
- What would it mean to you personally if you won this game on your own terms?
- What is the recurring result that you want to create each day in the game?

- What is the impact you want to have on other people through this result?
- What is the tangible measurable OUTCOME you want to create by getting these results?
- What is your overall approach to creating these results on a daily basis?

Here are a few great open questions you can use often...

- What did you learn from this challenge?
- Who is this challenge asking you to become?
- How are you going to celebrate this big win?

Here is the framework of a great yes/no choice question:

Yes/No questions are great when your player is making a choice about something. Most people are better off tapping into their “body wisdom” when making choices rather than trying to use logic to figure everything out. You can really help your player by asking them a series of choice questions.

So for a quick example if you were helping your player choose among a variety of marketing options you would set it up with your player like this.

OK, we have talked about a lot of different options here. Let’s make a choice for what to do next. I will ask you about each option and you just listen to what your “gut” says about each one...

- Do you want to try using Facebook to find new clients?
{be quiet and wait for them to answer}
- Do you want to go to networking events to meet potential customers?
{be quiet and wait for them to answer}
- Do you want to try writing a blog to share your message?
{be quiet and wait for them to answer}

This is a powerful process that will really help your player move forward with inner confidence in what they are doing.

Exercising Wonder can be a challenge. Proceed with caution!

Earlier in this section we mentioned the concept of “bunny trails”. A bunny trail is when your curiosity goes too far and you dive into a path of questions and answers about something your player shared. When you get into really wanting to know your player better – rather than looking at them as a person who can get a job done – it is easy to get fascinated by them in many ways. This is good, except often big chunks of time can disappear and you didn’t make progress on their game.

So this is something to keep an “eye” on as you are coaching. It is a good idea to set a specific time frame for your coaching conversation so that you keep things on track. This takes some practice but the goal is to have an easy flow where you are staying on track while also being open to a few curious explorations.

A note for managers becoming Coach Approach Leaders

Here are a few important considerations for managers becoming Coach Approach Leaders that also apply any time you start coaching someone you have known in another context like employee or colleague or friend (or if you are brave spouse or parent/child)

When you are coaching, you ask a lot of questions! So right away this might feel strange at first with people that you have known in another context. However, if you stay in the zone of “focused curiosity” your player will eventually love that you are really into them, their game and their success. Truth is most of us are starving for this kind of attention.

But again, since it may be new to your player that you are asking so many questions, at first they might get a bit on the defensive. So two things you can do: 1) tell them that when you are coaching you are going to ask a lot of questions; that is how coaching is done. 2) In your first few coaching conversations, keep your questions curious and creative rather than problem solving. Problem solving questions are more prone to crossing the line into “interrogation” / trying to figure out who is at fault.

A big clue to keep the conversation in the coaching zone is to be result focused rather than problem or task focused. Another clue is to remember that you are just as interested in who your player is becoming as you are in what they are doing. Using Permission and Judgment-Free Awareness will really help here as well.

This is another one of those “dancing” scenarios that just takes practice to stay in the coaching zone.

Benefits – How does the Curiosity make you a better coach?

{Notes: helps you move out of expert mode/ answer man/woman mode; you will find out a lot more about what is really going on with your Player }

A lot of times as a manager or helpful friend you are called upon to figure out the solution to every problem. This can make you feel important but is ultimately unsatisfying and ineffective for creating a great team.

The BIG BIG benefit is that by being curious and practicing the Coaching Power Cycle you can move out of expert mode / “Answer Person” mode. While as a coach you will definitely share ideas and suggestions and perspectives with your player, you are just as interested in your player cultivating their own abilities to play the game. Playing the game means making decisions, taking actions and creating results (Coaching Trapezoid Level 2)

Another BIG benefit of starting with curiosity is that YOU can get into learn mode and learn more about your players and what they are experiencing in the game. This will ultimately help you move from the illusion of control to the reality of positive influence.

Your team will create a better environment; better results and YOU will sleep better at night!

How do you know if you're getting it?

1. Your players can't wait to talk with you because they know the conversation will be a great adventure.
2. You are able to be curious without going down the "bunny trail"; meaning you are able to keep the conversation open to exploring while maintaining focus on the results... at the same time.
3. You know when to ask open ended questions to explore and when to ask yes/no questions to help your player choose.
4. You can stay in the Coach Zone and move gracefully through the coaching dialogue no matter what is happening in your player's game.

What are some common mistakes to avoid?

1. Ignoring curiosity and getting right into "solving the problem"/ interrogation questions.
2. Going too far down the bunny trail of curiosity and losing focus on the result you are playing for.
3. Only asking one type of question; open ended / yes-no choice.
4. Asking leading questions; questions that have the preferred answer embedded.
5. Pushing curiosity too far to where it feels more like interrogation!

Basic Skill: Powerful Questions

Ability to ask questions that reveal the information needed for maximum benefit to the coaching relationship and the player

- a. Asks questions that reflect active listening and an understanding of the player's perspective,
- b. Asks questions that evoke discovery, insight, commitment or action (e.g., those that challenge the player's assumptions),
- c. Asks open-ended questions that create greater clarity, possibility or new learning
- d. Asks questions that move the player towards what they desire, not questions that ask for the player to justify or look backwards.

73.16) Coaching Superpower #8 - Triplex Listenin

- Tag line: Saying : Not Saying : Energy
- Original ICF Core Competency #5 Active Listening
- New ICF Core Competency Part of #6 Listens Actively

- Essential Skill for the Co-Create Awareness Technique

Introduction

Triplex Listening is Step 2 in the Coaching Power Cycle (the HOW of Coaching) As we learned in the Curious Questions Chapter, as a coach you will ask a lot of questions. Well, after you ask a question your player will start talking so you will have to start listening.

Listening like a coach may be quite different than how you have ever listened before. Industrial listening was listening for facts, information and problems; and while the other person is talking, you are trying to “solve the problem” and figure out how to respond.

Triplex “Coaching” listening is different. When you are listening you are aiming to “see” the game through the players’ eyes and through your experience and intuition at the same time.

Triplex Listening is the Superpower that requires the most practice to do well. Triplex listening means you take in what your player is saying; you also take in what they are not saying; and you take in the energy underneath what they are saying.

Triplex listening leads to knowing what to say – either something to share, that will come in the next chapter on Self-Trust, or something to ask as we discussed in the last chapter.

Learning Objectives

With the Triplex Listening Superpower:

- You will learn to listen through your experience and intuition trusting that you will KNOW what to say next rather than trying to formulate a response while you are listening.
- You will learn how to listen on three levels at the same time by activating your intuition.

What are the general truths about the Triplex Listening?

1. Triplex listening is really powerful and really hard!
2. It requires a zen-like state of relaxed presence and concentration. If you are trying too hard you are not doing it right!
3. When you provide triplex listening, your player will be amazed at what you “hear”.
4. Triplex Listening, taking the person in, is a profound form of relating that we are all capable of.

How to use the Triplex Listening with your players...

You asked a question and your player starts talking. This is what you do next. This is what you do MOST of the time while you are coaching.

Remember that the aim of the coaching power cycle is to pop new awareness that helps your player see the game better, see themselves better, see the world better; All of this will accelerate their ability to create better results: the ultimate aim of coaching.

You are listening to “take your player in” and SEE the game through your players’ eyes. Not trying to remember what they are saying or figure anything out. When you can see through their eyes you can use your intuition and experience to help them play better.

You are taking them in on three levels: saying – not saying – energy.

“Saying” is the easy part but the key here is to NOT listen as if there was going to be a test later on what they said. You are “taking it in” not trying to “figure it out”.

“Not saying” is a little more challenging. Your intuition and experience will tell you if they are missing something or avoiding something or if they are leaving out something from their experience of the game. It may or may not be intentional. An easy example here is when you ask your player about the game and they start talking and don’t mention anything about the results. Mmm. This takes practice and relaxed focus, but you will start to hear it.

“Energy” comes to you in many forms. If you are on the phone you hear the tone of voice. If you are face-to-face you also see body language. In either case you also FEEL what your player is saying. This is also called “body listening”. Here you especially notice dissonance between what your player is saying and the energy you are picking up. You will probably find that you are already doing this all the time when you listen to people, but now you will do it intentionally.

Conversational Rhythm

The flow between two people in a conversation is a dance; each naturally knowing when it is their time to talk and when to listen. Sometimes there is space between and sometimes the energy picks up and talking – listening goes back and forth like a ball in ping pong game. Most of the time you will naturally match your players’ rhythm in a conversation but sometimes they will match you. Your rhythm with your player will generally improve over time.

Artful Interrupting

This is an essential skill of Triplex Listening. There are two basic scenarios where this will be very useful.

When your player starts talking and you are listening they may share more than you can “take in” at one time. You may need to jump in before they stop talking. “Whoa, this is a lot to take in! Can I share what I have so far?” (Permission)

They may also launch into a lengthy story with more detail than you need to hear. Remember coaching conversations typically have a time limit so you both need to move fairly quickly. In this case you may need to jump in and say something like: “OK, this is

quite a story. I think I have a sense of what happened. Can you skip ahead to the bottom line?”

Embracing Silent Spaces

When your player shares something and you are taking it in, you may need some space before you respond. This is OK. Also, when you ask a provocative question your player may be silent for a while before they respond. Silence is OK. Don't feel like you need to fill it too quickly.

Hearing what someone is “Saying – Not Saying – Energy” can be a challenge. Proceed with caution!

When you first start “taking people in” you will feel all kinds of stuff!! This is a profound level of relating that we are all capable of but rarely practice. It may seem a little too intimate for work or business relationships but the truth is, this is what human relating is supposed to be about in all domains of life.

A note for managers becoming Coach Approach Leaders

Triplex listening or “taking people in” requires a level of vulnerability for both the coach and player that is rarely experienced in a business setting. This is not a bad thing, business relating needs a significant upgrade! Using permission space and judgment-free awareness are really important here so that both of you feel safe.

A big point here is that you can NOT Triplex listen while you are multi-tasking! When you are in the coach zone with your player you need to put all of your attention into the coaching conversation.

Benefits – How does the Triplex Listening make you a better coach?

1. Triplex Listening facilitates everything else that happens in the Coaching Power Cycle.
2. Triplex Listening will enable you to coach bigger players in bigger more complex games.
3. Your player will greatly value their time with you. They will feel that you “get them” better than anyone else they know.

How do you know if you're getting it?

1. You can “take it in” when your player is sharing and you can confidently pop a curious question or a share.
2. When you hear something your player is NOT saying, they wonder how you did that and the conversation moves to a deeper place.
3. You can really SEE what your player is sharing as if you were there when it happened.

What are some common mistakes to avoid?

1. Trying too hard
2. Jumping to conclusions

Basic Skill: Active Listening

Ability to focus completely on what the player is saying and is not saying, to understand the meaning of what is said in the context of the player's desires, and to support player self-expression

- a. Attends to the player and the player's agenda, and not to the coach's agenda for the player,
- b. Hears the player's concerns, goals, values and beliefs about what is and is not possible,
- c. Distinguishes between the words, the tone of voice, and the body language,
- d. Summarizes, paraphrases, reiterates, mirrors back what player has said to ensure clarity and understanding,
- e. Encourages, accepts, explores and reinforces the player's expression of feelings, perceptions, concerns, beliefs, suggestions, etc.,
- f. Integrates and builds on player's ideas and suggestions,
- g. *"Bottom-lines" or understands the essence of the player's communication and helps the player get there rather than engaging in long descriptive stories,*
- h. *Allows the player to vent or "clear" the situation without judgment or attachment in order to move on to next steps.*

23.17) Coaching Superpower #9 - Self-Trust -

- Tag line: Feel It...Say it
- Original ICF Core Competency #7 Direct Communication
- New ICF Core Competency Part of #6 Evokes Awareness
- Essential Skill for the Co-Create Awareness Technique

Introduction

Self-Trust is Step 3 in the Coaching Power Cycle (the HOW of Coaching)

As we learned in the Triplex Listening Chapter, as a coach you will invest a lot of time listening to your player. As you triplex listen, "things to share" will pop into your awareness. Self-Trust is about feeling what you need to say and then trusting yourself to say it; Feel it... Say it. Some of the things you will want to share will be deeper than a typical conversation; we will discuss this in the next chapter.

Remember that while you are in the coaching zone you are looking at "the game" through your players' eyes and your own experience at the same time. As you look at the game with them there will be so many things that you want to share to help them see more (awareness) and get better results.

There are so many things to share: Observations, Feedback, How-to Suggestions, Experience, Problem solving, Inklings and Patterns. The first challenge is to trust that what you see and want to share is valuable. The second challenge is that often there are several things you want to share and you have to trust yourself to choose which will serve your player best in the moment.

Here again we rely on the Permission Superpower as a foundation. It is always wise to establish permission before you share something that is popping up for you during a coaching conversation.

Learning Objectives

With the Self-Trust Superpower:

- You will learn how to trust what you are feeling and share it.
- You will learn several different categories of things to share with your player.
- You will learn the effective “openers” for each type of share.
- You will learn to tap into “extra intelligence”.

What are the general truths about Self Trust?

1. When you are listening, your attention is on your player, so you will not be “thinking about what to say”. However with self-trust what you need to say will just pop up when it is your time to talk.
2. When you are listening you will sometimes feel a LOT of different things, and you will learn to trust yourself to share what is most important in the moment.
3. There is an “extra intelligence” between you and your player that you can both tap into when you practice self-trust.
4. Learning to self-trust is the gateway to masterful coaching.

How to use the “Self Trust” with your players...

The flow of a coaching conversation is asking questions, listening and sharing. I guess that is pretty much all conversations. What makes a coaching conversation unique is game play language and the focus on awareness, results and belonging. Here in the Coaching Power Cycle we are focused on expanding awareness.

As you are asking curious questions and triplex listening you are focused on your player because triplex listening requires most of your bandwidth. So you don’t have a lot of space to figure out what to say when it is your time to speak. You just have to trust yourself to ask another curious question or say the best thing to move the conversation toward awareness and the player toward results.

This is the real Superpower here: The ability to keep your attention on triplex listening and then trusting yourself enough to just say the right thing without THINKING about it. Just feel it and say it.

BIG POINT: After you share something, don't be attached to your player embracing what you have shared. They probably will, but they may not. Either way is ok. You don't have to always be right! In fact not worrying about needing to be right or be the expert is what opens up the possibility of trusting yourself and sharing.

A few scenarios to be aware of:

You may want to take a few notes – but not like there is going to be a test. Write down a few key words to remember things you want to ask about or share.

You may need to artfully interrupt if you REALLY need to share something and your player is not stopping to let you speak or if your player is going on too long into story.

If you do need a moment to “think” about what to ask or share next just say so! For example: “Give me a moment to think of where we should go with this”.

Also, if you have a few possibilities that you could share and you are not sure which is best, you CAN ASK your player! I was thinking about “this” or “that”, which do you feel would be most helpful.

An overview of the typical things you will want to share

(and a few thoughts about how to go about each one)

Observations

An observation is something that just pops into your mind about your players' situation. These will give your player a different perspective on their game.

Feedback

Feedback is when you have a comment about something they did well or a mistake that was made or an opportunity missed. In the early phases of a coaching relationship it is a good idea to emphasize that you have permission to share “negative” feedback. But once you have a solid coaching relationship with your player they will ask you to tell them how they can play better.

A quick point about feedback: In the Industrial Age feedback was never perceived as a good thing because we were supposed to know how to do everything the right way. Then there was the period where everyone was special and got a trophy even if they came in last place. These folks are not so fond of feedback either. So you have to be gentle about it BUT if your player is serious about creating results, they will learn how to embrace feedback from the game and from you.

How-to Suggestions

A “How-To Suggestion” is when you want to share the details about how to do something. How-to training is definitely an important part of coaching but you want to emphasize permission space so that your player is on board with learning from you.

The first key is to customize what you are sharing to your player. Take into account their current level of skill and awareness. Customized teaching is one of the BIG distinctions between coaching and training.

Another key is to maintain a collaborative connection even when you are teaching something. You don’t want to go into expert/guru mode. You want the player to own what they are learning from you and to choose to try it out in their own way.

Experience

An experience is when you share about a personal experience that you think will illuminate something for your player. The coaching session is not about you so the key here is to keep your story short and to the point. Make sure you build your share to a conclusion that the player can do something with.

Inklings

An inkling is an idea that pops into your awareness while your player is sharing. This is often the real magic of a coaching conversation. It is not something that you can logically explain or justify. It is just something that you feel can help your player play better.

Without getting too esoteric here, when two people are engaged in a meaningful conversation there is an energy of awareness that connects you like an extra intelligence. When you get an “inkling” this is the extra intelligence popping into your awareness.

Trusting your inklings and sharing them is probably the most important thing that will move you into “master coach” quality.

Patterns

You see patterns when you observe your player for a period of time. Seeing and sharing patterns of thinking or acting that are not serving your player’s pursuit of better results can be of great value to your player. Another name for sharing patterns is called: “Blind spots”. As players we don’t see ourselves very clearly and many of the things we think, say and do become habits that we don’t even see anymore.

As the coach when you share a pattern that you have observed you give your player an opportunity to choose a new way.

Problem Solving

Ask permission before going into problem solving mode! There will be times when you and your player will want to solve a problem together or figure something out together. The key is to ask permission and then do it collaboratively. If you just jump into problem-solving mode your player can feel like YOU are solving the problem for them.

Once you get permission you will probably get into a zone together and it can be a lot of fun.

Here are the basic Self Trust “Openers”:

- Observation: As you were sharing I thought of something, can I share it with you?
- Feedback: I have some feedback about XXX
- How-To: I have an idea about how you could do this (better). Can I share it with you?
- Experience: I have had a similar experience that might shed some light on your situation, can I share it with you?
- Inkling: I had a strange idea come into my mind as you were sharing. I am not sure where it is coming from or if it is valuable. Can I share it with you?
- Pattern: I have noticed a pattern that we should bring to the surface. Can I share it with you?
- Problem Solving: Should we try to figure this out together?

Feel It – Say it can be a challenge. Proceed with caution!

Probably the biggest challenge is trusting what you are feeling and then saying it. Most new coaches really hold back on sharing what they feel at first. As they build self-trust their coaching gets better and better!

The next thing that is a challenge is getting “attached” to what you share such that you expect the player to embrace everything you say. If they do, great! If they don’t, let it go. And don’t make it mean that you should stop sharing.

A lot of times you will share something and your player won’t resonate with it while you are talking. Then the next time you talk with them they will say: I was really thinking about that thing you said! I had a big ah-ha moment from it.

A note for managers becoming Coach Approach Leaders

Trusting yourself to share without “thinking it through” first is a pretty big leap for most managers. But doing so will deepen your connection with your player accelerate their growth and your growth too!

As a manager you may have engaged in teaching your employee things in the past as “the right way to do it”. When you get into the coach zone, it is all about helping your player find THEIR best way to get the results they desire (and you desire for them too).

You have to learn how to dance with the collaboration of your ideas with your players ideas. Traditionally managers are taught to tell your employees what to do and how to do it.

Benefits – How does the Self Trust make you a better coach?

1. Trusting yourself to share to create awareness puts you into the collaborative coach zone which is very powerful.
2. When you have more self-trust you will put more bandwidth into triplex listening and you will hear more.
3. When you tap into the “extra intelligence” that exists in the space between you and your player you are tapping into something that we can’t access when we are alone. It is really the juice of master coaching.
4. Co-creating solutions and insights with your player is SUPER FUN!

How do you know if you’re getting it?

1. You don’t have to try. It just happens.
2. You and your player shift into collaborative mode easily and co-create solutions and insights that neither of you could create alone.
3. Your player starts trusting themselves to see and share inklings during your coaching sessions.

What are some common mistakes to avoid?

1. Not trusting yourself enough to say what you feel!
2. Getting “shut down” if something you share is not embraced by your player.
3. Arguing with your player about something you shared.

Basic Skill: Direct Communication

Ability to communicate effectively during coaching sessions, and to use language that has the greatest positive impact on the player

- a. Is clear, articulate and direct in sharing and providing feedback,
- b. Reframes and articulates to help the player understand from another perspective what he/she wants or is uncertain about,
- c. Clearly states coaching objectives, meeting agenda, purpose of techniques or exercises,
- d. Uses language appropriate and respectful to the player (e.g., non-sexist, non-racist, non-technical, non-jargon),
- e. *Uses metaphor and analogy to help to illustrate a point or paint a verbal picture.*
- f. Share your observations and intuitions actively
- g. Share your expertise ONLY when needed

3.18) Coaching Superpower #10 - Go Deep

- Tag line: Look Beneath the Surface
- Original ICF Core Competency #7 Create Awareness

- New ICF Core Competency Part of #6 Evokes Awareness
- Essential Skill for the Co-Create Awareness Technique

{this section needs a little more juice about HOW you notice the deeper conversation; how you engage in the deeper conversation}

Introduction

Go Deep – Look Beneath the Surface - is the 4th Superpower in the Awareness layer of the trapezoid.

It is also at the center of the Co-Create Awareness Technique.

You start off asking Curious questions and Triplex Listening to your player. As you triplex listen, “things to share” will pop into your awareness. Self-Trust is about feeling what you need to say and then trusting yourself to say it; Feel it... Say it. The big Kahuna is the “Ah Ha Moment”; when your player – and sometimes you too – has a new awareness that leads to playing better and getting better results. To create ah-ha moments, you have to be willing to Go Deep.

Go deep is about looking beneath the surface of the circumstances to explore what is REALLY going on with your player as they play for their dream; what is the big shift needed to create the big results they are playing for.

Going deep is sparked by an inkling or intuition that there is something beneath the surface that should be explored; and then broaching the topic.

While this applies to pursuing results in any endeavor, in life/business/leadership dreams the essential play is in relationships and communication. Relationships are the terrain of deeper exploration of feelings, fears, desires, values, patterns and much, much more.

Becoming precedes results. This is a powerful mantra of the coaching relationship. In most cases before a new result is created in the world there is some “breakthrough in being” required. This is also known as “WHO” your player is; which is the deeper source of what they are doing and the results they are co-creating.

Here we rely on the Judgment-Free Awareness and Permission Superpowers as a foundation. Always ask permission before you go deep; make sure you are in a judgment-free space when exploring deeper thoughts, feelings and patterns.

Learning Objectives

With the Go Deep Superpower:

- You will become aware when the opportunity for deeper awareness arises in a coaching conversation - the AH-HA window. Then you will get good at exploring it with your player.

- You will have a strong understanding of the different types of deeper awareness that are often needed to accelerate results AND you will know how to approach them.

What are the general truths about the Going Deep?

1. Going deep requires courage and vulnerability by both the coach and player.
2. Becoming precedes results. Your player wants to create some new result in their world. There is someone they must “become” before the results start happening consistently. Becoming someone new occurs through going deep and looking beneath the surface.

A metaphor: in order to construct a taller building, you need to dig a deeper foundation.

3. The opportunity for a BIG AH-HA moment will happen a few times in a typical coaching conversation. Will you notice it? Will you jump into it?
4. You and your player both need a healthy dose of JFA so you can Go Deep in a place of “lightness”; have fun with it. Life is a dream to experience NOT a problem to solve.

How to use the “Go Deep” with your players...

The first 3 Superpowers of the Awareness Level will create a lot of great conversation that will help your player make incremental progress in their dream.

Then, seemingly out of nowhere sometimes, an opportunity for a BIG AH-HA will pop up. Sometimes the coach will have it, sometimes the player will. There is an energy that you will feel in your body when you see something big for the first time. So the first thing is to notice that it is happening.

Then the BIG question is will you broach it with your player?; or will your player feel comfortable enough to broach it with you? These moments are like a “windows of opportunity” that open up in a conversation for a brief moment and then quickly close if you don’t go through it.

After you broach it, then you can choose to explore it or not. Or you can choose to acknowledge it and explore it later. Either way can be appropriate, but if you don’t broach it, typically the opportunity is lost. This is not the end of the world! I have found that in a good 30-45 minute coaching conversation an AH-HA window will present itself 1-3 times.

If your player resonates with what you have shared you can dive into it; BUT with extra Permission and Judgment-Free Awareness because of the potential for sensitivity. It is important to connect the deeper awareness the actions your player is taking and the results your player is creating. Avoid deep conversation for its own sake even though that can be alluring.

If your player chooses not to explore it with you, they may not feel ready to look at it or they may explore it on their own after the session and come back to you with some additional insights. Another possibility is that “the thing” will pop up again in a future session and you will have another opportunity to broach it; they may be ready the next time.

If your player chooses to explore it with you a BIG awareness like this will often become a theme of your coaching for a few sessions or more; it will be a huge growth opportunity; there will be great energy and often big results will start popping!

Examples of GO DEEP Awareness Opportunities

- A fear that is blocking an important action of the dream.
- A word that has an “Emotional Charge”.
- A phrase that seems a little out of place that the player uses several times;
- A recurring pattern that is preserving something at the expense of living the dream.
- Something about the result they want is creating a conflicting intention.
eg. They want more clients AND they really value their free time.
- A new way of playing for the Dream that is contrary to what has “worked” in the past; meaning they will need to let something go.
- The need for better skill; especially in something your player thinks they are already “good at”.
- A relationship seems to be an obstacle to the player living their dream. They may need to make a request or make a change that is out of their Preservation zone.
- A skill, ability, desire or value that is an important part of them that they have hidden because it created trouble for them in the past.

Here are the basic GO DEEP approaches:

- I have an inkling about your situation. It might seem a little strange but can I share it with you?
- Hold on. I just had an ah-ha about your situation. It is kind of deep, can I share it with you?
- I just saw a possible blind spot that may be holding you back, can I share it with you?
- No matter how you broach the topic, ALWAYS wait for them to say “yes”. Then share without attachment.

Looking Beneath the Surface can be a challenge. Proceed with caution!

Awareness of Go deep opportunities often pop up first as an energy in your body, so you need to practice your body awareness to be good at this.

Similar to the Self-Trust Superpower, the real challenge in this Superpower is holding back and NOT broaching the topic with your player.

Another challenge that is similar to self-trust is being attached to what you share with your player; having a strong need to be right rather than sharing with generosity and without attachment.

A note for managers becoming Coach Approach Leaders

Going deep is definitely way out of the norm for a typical “work” relationship. This is why establishing when you are in “Preservation Zone” is very important. There is definitely an expectation from the Industrial Age that work relationships don’t broach deeper topics requiring personal growth and expanded awareness.

But why? Life IS a deep exploration why would we turn this part of ourselves off for a BIG chunk of the day every day. Be bold! Be the manager that cares about personal growth. Be the manager that your player will remember forever.

Benefits – How does Go Deep make you a better coach?

1. Creating deeper awareness is the ONLY way to create world changing results!
2. Deep Awareness conversations are the real juice of coaching; along with “watching” your player create world changing results!

How do you know if you’re getting it?

1. You have instant awareness when an AH-HA window is opening.
2. You have the courage to “drop everything” in the conversation and broach it without attachment.
3. You can smoothly connect a Go Deep conversation to actions and results.

What are some common mistakes to avoid?

1. Ignoring AH-HA windows when they open up.
2. Trying to FORCE and AH-HA window into the conversation when it really isn’t there.
3. Going for deep conversations and NOT bringing it full circle to actions in pursuit of world changing results.

Basic Skill: Expand Awareness

Creating awareness is one of the most important and distinct elements of the job of a coach. New awareness is the purpose of all those powerful questions, active listening and direct communications!

Original ICF Core Competency #9 - Creating Awareness

Ability to integrate and accurately evaluate multiple sources of information, and to make interpretations that help the client to gain awareness and thereby achieve agreed-upon results.

- a. Goes beyond what is said in assessing client's concerns, not getting hooked by the client's description,*
- b. Invokes inquiry for greater understanding, awareness and clarity,*
- c. Identifies for the client his/her underlying concerns, typical and fixed ways of perceiving himself/herself and the world, differences between the facts and the interpretation, disparities between thoughts, feelings and action,*
- d. Helps clients to discover for themselves the new thoughts, beliefs, perceptions, emotions, moods, etc. that strengthen their ability to take action and achieve what is important to them.*
- e. Communicates broader perspectives to clients and inspires commitment to shift their viewpoints and find new possibilities for action,*
- f. Helps clients to see the different, interrelated factors that affect them and their behaviors (e.g., thoughts, emotions, body, background),*
- g. Expresses insights to clients in ways that are useful and meaningful for the client,*
- h. Identifies major strengths vs. major areas for learning and growth, and what is most important to address during coaching,*
- i. Asks the client to distinguish between trivial and significant issues, situational vs. recurring behaviors, when detecting a separation between what is being stated and what is being done.*

Note: The text above in Italic font is © of the (ICF) International Coaching Federation

3.19) Coaching Mistake: Tipping

Here is another coaching mistakes taken from a collection by Thomas Leonard available as part of the Basic CoachVille Membership – you can find them all in your member resource center.

Mistake #3 - Jumping in too soon with advice. (aka tipping)

- * When you "know" you've got the perfect advice for a player and feel the need to interrupt them to share it with them, your advice probably won't be heard properly.
- * Remember, players need to share first (and be heard) before they are open to advice/solutions.
- * Ask yourself: "Why I am so eager to jump in with my tips, suggestions, advice, solutions?"
- * This is a major problem with coaches today.

If you notice yourself asking: "Have you tried..."

You are about to tip.

Try asking: What have you tried so far?

Listen carefully. Then if you have a useful suggestion you can share it in context to what they have already done.

Example:

A player states that she wants to drink more water.

Coach tips: have you thought of putting a bottle of water in your bag?

BIGGER ISSUE - that is not a BIG enough game!

- Go for DEEPER issue first
- Find out the source of the issue
- Get to the bigger game
- Make a collaborative plan to teach new skills vs. tips

?3.20) Class #03 Prep

Question: What is there to become aware of?

Coaching Superpower: Curiosity – Exercise Wonder

Curiosity is the first step in the Coaching Power Cycle that leads to expanded awareness for your player. Remember that the Power Cycle is a flow of 4 Superpowers that are used to expand awareness; awareness that leads to “becoming” a better player, taking better actions and creating better results.

Curiosity is all about asking questions. Asking provocative questions is the hallmark of great coaching. The first 6 Superpowers that you have explored have all been fueled by great questions. Your own curiosity is what takes these questions to the next level with your player.

Question: What is there to be curious about?

Coaching Superpower: Triplex Listening – Saying : Not Saying : Energy

Triplex Listening is Step 2 in the Coaching Power Cycle (the HOW of Coaching)

As we learned in the Curious Questions Chapter, as a coach you will ask a lot of questions. Well, after you ask a question your player will start talking so you will have to start listening.

Listening like a coach may be quite different than how you have ever listened before. Industrial listening was listening for facts, information and problems; and while the other person is talking, you are trying to “solve the problem” and figure out how to respond.

Triplex “Coaching” listening is different. When you are listening you are aiming to “see” the game through the players’ eyes and through your experience and intuition at the same time.

Question: How do you triplex listen? Try to explain how you do it.

Coach Prep

Within each question use your intuition and curiosity to create a deeper exploration.

While going with the flow of the questions, look for opportunities to co-create a life changing conversation using the 4 “Superpowers” of the Power Cycle.

#7) Curiosity – Exercise Wonder

Ask the questions in the coaching outline.

Then if you have a question pop into your awareness, ask it.

As much as possible, frame your questions in an open ended way rather than implying an answer in the question.

“Have you ever tried posting on Facebook”? (has the answer in the question)

vs.

“Have you tried social media?”

vs.

“How do you create visibility for what you are sharing?”

#8) Triplex Listening – Saying -> Not saying -> Belief/Energy

Listen fully with attention AND ease. Don’t TRY hard to listen.
(There won’t be a test on what they are saying!)

Hear what they are saying.

Listen for what happened;
Listen for what they want.

Hear what they are NOT saying.

Listen for what they are avoiding or resisting;
Listen for what didn’t happen.

Hear the energy underneath their words.

Listen for dissonance between what they are saying and how it feels;
Listen for their beliefs and perceptions.

THE BIG IDEA: The coaching outline gives “just enough” structure to guide the conversation while you practice the first 2 Superpowers of the “Power Cycle”.

Chapter #04) Practice with Pivotal Moments

**“The key to growth is the introduction of
higher dimensions of consciousness into our awareness”**

- Unknown ~ often accredited to Lao Tzu

24.01) Chapter #4 Prep (add the links)

In this chapter and coaching session we will explore one of the most important concepts in the field of Life Coaching: Pivotal Moments. We will explore what they are, how to identify them and how to coach them; specifically with the Pivotal Moment Coaching Technique. Now that we have explored the 10 Coaching Superpowers, we will begin our exploration of the CV Coaching Framework.

In Chapter #4

We will explore the Coaching Theme: Identity (is a co-creation AND a choice)

We will explore the Pivotal Moment of Choice Coaching Technique

We will deepen our understanding of the Human Journey with a Coach Model by exploring an experience that we call: The Pull

We will touch upon one of my most favorite topics: Tenacious Self Love

We will explore the Super YOU portion of the Energy Alignment Game

We will explore the Coaching Guide for Session #4

We will explore these elements of the CV Coaching Framework:

- The Coaching Relationship
- The BIG Dream
- Observation ~ Co-Creation

Before Class

Read through the complete coaching guide for Session #4 (Page X)

(this is a link to the PDF with the complete set of coaching guides)

[Listen to this Player Prep Audio to prepare for Session #04](#)

(this is a link to the SoundCloud Audio)

Playsheet Pack: Print 2 copies of Page X

Listen to the Coaching Demo of Session #4

(Coach Dave and Player Mary)

The focus of the coaching session with our player in Chapter 4 it is The Pivotal Moment Technique

The theme from the Coaching Superpowers Model in Chapter 4 it is coaching to impact the player's Identity.

4.02 Coaching Theme - Identity

Tagline: Super YOU!

We see the Super YOU Player lifting a car which symbolizes the ability to do BIG things when you use your superpowers for good. Each of us has the ability to become Super YOU!

This is the foundation (in Green) of the Coaching Superpowers Model (AKA Trapazoid)

On the right side of the Coaching Superpowers model we see the coaching impact. In this case the desired impact of the Co-Create Awareness Coaching Technique and requisite Coaching Superpowers is your player forming the identity called for by their dream.

BIG QUESTION

How do we guide a player toward the new invented identify required by their dream; especially when the Industrial Culture leaves most of us feeling afraid to be fully ourselves?

A Quick Background

Identity is such a BIG DEAL in Life Coaching.

Each of us has an identity; a unique identity. There is no one else exactly like you. Identity is who we know ourselves to be: our characteristics, abilities, values, desires, tendencies, history, narrative and much more.

What we mostly don't realize is that our identity is co-created with the world around us. Who we are is a blend of who we were born to be with who we have become by adapting to the people and situations in our lives.

What I have discovered in over 20 years as a Life Coach is the most of us have become a version of ourselves that is a fraction of who we are capable of becoming. This might seem like a bad thing or it might seem like an amazing opportunity! If you see it as an opportunity then you have the makings of a Life Coach because this gap is a big part of what makes coaching so powerful and rewarding.

The BIG shift for all of us is to realize that every aspect of our identity is a creation... and so it is a choice; and it can emerge. (remember this from Chapter 1)

We can reclaim aspects of our identity that were lost into shadows in our troubling or traumatic earlier life experiences.

We can choose to drop features of our Identity that we adopted to maintain belonging to a person, group, belief system or situation by choosing to co-create a new place of belonging.

We can choose to amplify features of our Identity that we adopted to maintain belonging to a person, group, belief system or situation by choosing to frame their value in a new light.

We can develop a new identity from what our imagination can picture us becoming.

We can co-create who we will become by choosing the environments and situations that we will then adapt to. You know the adage that we become the blend of the 5 people we spend the most time with. WHOA! There is a bit more to it than that but this is something we will discuss a bit more in Chapters 5 and 6.

2 provocative points:

a) Every player who hires you is choosing YOU as a magnetic force in their environment that they desire to adapt to.

b) Every player who you coach becomes a magnetic influence in your life as well; choose your players intentionally!

How do we guide our players to their co-created identity?

Well, with everything we do. But mostly with spirited DEEP conversations that alter how they go out into the world to play.

That is the potential of the Pivotal Moment Technique that we will play with in this coaching session.

One more HUGE point:

We are all yearning to be seen!

Seen for who we REALLY are.

Seen for who we are capable of becoming.

Be the one who sees people this way!

OK, one more important point about Identity:

Most people do not know how awesome they are. And they will usually need at least of glimpse of that before they will be willing to have/hire a great coach like YOU. You will probably need to facilitate this awareness with them.

Super YOU

The idea of Super YOU is that we are all capable of becoming – of co-creating - the next version of ourselves; the version that is needed to live our dreams.

An important awareness in coaching people to become Super YOU is to KNOW that they have many life experiences where they got “in trouble” for expressing their uniqueness / their power; OR where their power failed them when they really needed it. In these moments our power goes into shadows within our non-conscious mind.

This uniqueness and power often reveals itself in pivotal moments where we intend to do something that seems like it should be straight forward but something “inside” is holding us back. By exploring these moments in a specific way often they reveal a Superpower potential yearning to break free. This is what the Pivotal Moment Technique is all about. WOOO HOOOO!

A phrase we use in the Inner Freedom Program – where we go really deep with the Pivotal Moment Technique – is that our fears are a treasure map to our Superpowers. I don’t have time to explain this too much in this book, but just know that a treasure map is a great adventure with unknown territory, mysterious clues and the possibility of great reward. For each of us, co-creating Super YOU is like that.

Human Superpower - The Ability to BELIEVE

Believe – Your player can choose to use their “Ability to Believe” proactively. This will emerge possibilities to change and upgrade their beliefs. Especially belief in who they can become.

Identity – Your player can choose their unique characteristics, power, values, perspectives and narrative; your players’ unique characteristics, power values, perspectives and narrative can emerge.

Your ability to bolster your players ability to choose their beliefs is essential to their ability to co-create – and believe in – their new Identity.

The BIG Intentions

Co-create a safe space where the player can choose their Super YOU identity;

Co-create a safe space where the player can discover their Super YOU identity

Co-create a safe space where the player can explore the doubts, fears and preservation intentions that keep their Super YOU identity in a non-conscious shadow

Co-create a safe space where the player can explore ways to express their Super YOU identity in the world

More BIG Questions to Wonder

With our minds and patterns so shut down from experiences of being judged and/or shamed for being different, how do we co-create a safe space for our players to discover the special qualities that their dream is asking them to unleash but got them in trouble in the past?

With our minds and patterns so indoctrinated into Industrial Logic, how do we co-create a safe space for feelings, fears, emotions, intuition, body awareness and inklings from the Supermind?

Together we aim to:

Help each other move away from Industrial Age “crush the competition” (Tribalism) into egalitarian respect and seeing the value of each other’s YOUUnique contributions.

Help each other understand that the Industrial Culture intentionally shames our human nature and unique power to make us afraid of being ourselves. The aim is to make us fearful, subservient workers and consumers. Then... hurt people, hurt people. Together we aim to break free from participating in the shame game... free people, free people.

Find the sweet spot with each player

Between when to play BIG and when to stay safe

Yes we love for our players to take the risk to play BIG and express their unique Superpowers for good in the world. And sometimes it is wise to stay safe and avoid the risk. As a Life Coach you will help each player find their sweet spot.

***** From the Player Playbook: Activate Your Superpowers *****

4.03) The Pivotal Moment!

The Pivotal Moment is one of THE most important concepts in playing and coaching life.

Understanding this will help you make the most of your relationship with your Life coach. It will accelerate your personal growth and the realization of your BIG Dream.

A pivotal moment is a moment that has the potential to make big impact on the fulfillment of your dream.

Pivotal moments are coach-able moments.

Here are a few typical examples:

- 1) A BIG choice that you are making.
- 2) A BIG opportunity that you have in front of you.
- 3) A recurring action that – if you got better at it – would accelerate your progress.



4) Any moment when you have an urge to do something for your dream AND at the same time a resistance to doing it.

The BIG Choice

There are some big choices in life that can change the trajectory of your life. Should you go for the new job? Should you leave your job and start a business? Should you stay in the partnership or move on / let it go?

You may have heard the classic song by “the Clash: “Should I stay or should I go?”

The lyrics are: “Should I stay or should I go now. If I go there will be trouble and if I stay it will be double.” Classic.

Your coach can help you play with the scenarios to expand your inner awareness about each choice. Then you can choose with confidence and clarity.

The BIG Opportunity

Sometimes you are aware of these moments and you are in an inner debate about if /when to make the move. Example: calling an influential friend to ask them to support / promote you. Your coach can help you practice this moment to uplevel your actions and your energy alignment.

Sometimes these moments just happen. And the question is will you seize the moment or not? Like the time I found myself sitting on a plane next to one of the BIGGEST Icons in the history of Coaching: Timothy Galway. Note: I sat there in a daze for 5 hours! I still remember that flight as clear as day 15 years later. DANG!!!!

After the experience you can replay the moment with your coach to reclaim your power and be more prepared for the next spontaneous opportunity.

The Recurring Action

This is an action that is vital for playing for your dream. For example if you have a business, you talk to potential clients often and how well you play in these conversations has a big impact on your business dream. If you are playing in a career you have opportunities to introduce yourself or speak up with influencers in your organization on a regular basis. What do you do in these moments?

Your coach can practice these moments with you with role play AND with the Pivotal Moment Technique we are going to practice this week.

Playing these moments with clear intention, positive energy and familiar words can really impact your results. And if you get positive results more often they accumulate into your dream becoming reality!

The Pull between Play BIG and Play Safe

This is the main type of pivotal moment that I want to bring to your attention.



This is when you have an urge to take action for your dream. It can be a planned action you have on your play sheet, OR it can be a spontaneous opportunity that pops into your life.

Your Dream wants you to do it.

Remember in Chapter 1 I told you that your Dream will take on a life of its own and it will ask you to do things? Have you noticed this happening? But then, something else happens within your body and inner being that brings up an uncomfortable feeling. This usually leads to thoughts about why it is NOT a good idea to do this now; maybe tomorrow!

This is known as resistance. Often the time between the urge to act and the resistance is so FAST that you don't even notice that your Dream was calling you.

When you start playing for your dream these kinds of moments will happen A LOT... every day.

The spontaneous urges to act are very similar to the spontaneous BIG opportunities that I mentioned before; will you go for it? Or will you hold back?

These are the moments that make playing for your dream so dynamic and fun. But when you are resisting an action it doesn't always feel fun. (Hah! Understatement)

In Session #4 your coach is going to do a really powerful and profound coaching technique with you called: The Pivotal Moment of Choice (Pivotal Moment for short). To set this up I am going to share with you a few really provocative and empowering ideas.

4.04) The Human Journey “Pull”

Remember “the Pull” from the Human Journey with a Coach model we explored in Chapter 1? Well, now we are going to deep dive into this experience.

And we will explore the Fear / Growth Zone! (WOOO HOOOOOO!!)

In the Human Journey with A Coach model we depicted your Big Dream as an outer circle pulling you out and the Social Survival Imperative as an Inner Circle pulling you in. Here we will dive deeper into this life experience that is at the heart of all Life Coaching.

There is wisdom in the creation of YOU. The dreams in your heart – including the one you are playing for now – are meant to require the playfulness and unique power that you were born to express. Yeah, the wisdom of creation!

These moments of choice between playing safe and playing BIG happen many times in an adventurous day of playing for our dreams. And as we have discussed they often happen at a mostly non-conscious level. You don’t really notice them.

What you may notice is that you had a brief urge to take an action for your dream... then you felt a little buzzing energy somewhere in your body... and you “decided” to check your email/Facebook/Distracted of Choice instead.

Hopefully you are thinking right now: “Oh crap! That happens all the time!” Yes, it does. AND this is why I say that the success of your dreams requires that you pay as much attention to your energy as you do to your activity.

Social FEAR is learned

I created the Pivotal Moment Technique many years ago and have used it over a thousand times. One of the most common things people share is: **It’s not safe to be me.**

WOW. That is a really profound thing to say and hear. And truly this is how most of us feel deep within. This is an example of a self-preservation belief. In other words I will stop expressing my power so that I can maintain a sense of belonging with the people around me.

Often the moments earlier in life when we tried to use our power to help or contribute or create and we “got in trouble” (or worse) are the moments that impacted us emotionally the most deeply. The Social Safety Instinct is based on the need to belong. It is one of our



Human Nature Superpowers. The Preservation Zone is where we don't take an action that will risk our current status of belonging.

FEAR is the way your SELF tries to protect you from events and situations that seem similar to an experience in your past when you experienced trouble or even trauma.

As a result, in the FEAR / Growth Zone we feel a strong PULL between our BIG Dream and the Social Safety Instinct. "The Pull" is a natural byproduct of playing BIG for our dreams because your Dream is "designed" to require your unique powers – the ones you got in trouble for earlier in life!

This is why it is so important that you don't think of fear as an enemy or that if you are stopped by fear that means that you have "issues". You don't have "issues"! You have a BIG Dream and a strong Self Preservation instinct both pulling you in opposite directions.

I encourage you to stop saying things like "Self-limiting beliefs".

"Self-limiting beliefs" make us sound foolish! Why would anyone limit themselves?

AND... this is not what is happening. These are self-preservation beliefs that are pulling against the actions of your BIG Dream. Self-preservation is essential for social survival and it is honorable. Your coach is aiming to empower you to cultivate the capacity to CHOOSE when to play safe and honor your self-preservation instinct and when to play BIG and honor your BIG Dream. No judgment; simply to power to choose.

Also in the Growth / Fear zone you have the three BE's of Human Nature: the urge to Become the next version of YOU, the need to uplevel a few Beliefs and the opportunity to co-create a new environment of profound Belonging for you and your dream. We will explore this in the upcoming Chapters.

The FEAR / GROWTH Zone impacts our choices in life at a mostly non-conscious level. That is why your coach will use a body awareness technique during the Pivotal Moment Technique. Through this guided visualization exercise you bring non-conscious fears and growth opportunities into conscious awareness so you can observe them. I encourage you to really dive in on these moments with your coach; this is how you unleash your greatest power.

4.05) The Quick Guide to Noticing Pivotal Moments

There are three SUPER common experiences that can reveal a Pivotal Moment

- 1) You have the urge or plan to do something but then you resist doing it
- 2) After resisting for a period of time, you eventually power through the resistance and force yourself to do it. This is honorable... AND... it is worth exploring as a pivotal moment so that you can do it without expending so much energy the next time.
- 3) You are taking an action but you are not getting the results that you expect or desire. Remember we don't have control, but we do have influence. You can practice these moments to reveal ways to improve your results.

There are many possible scenarios for a pivotal moment of choice:

- Talking to someone at a network event ~ should I share my dream? Or just say that I work at the bank.
- Thinking of sharing something on FB Live ~ should I just Go Live and share my idea? Or wait until it is perfectly planned some day in the future.
- Thinking of making a follow up call to someone you met ~ should I pick up the phone and invite them for coffee? Or wait until I have everything together perfectly.
- I have this time on my calendar to write a blog post/article/chapter ~ should I sit down and write something right now? Or should I wait until I feel inspired; Or wait until my office is perfectly organized?

These are phrased to sound a little but funny. But in truth we need to honor that these moments are more provocative than they appear on the surface because fear and social risk are involved.

4.06) Super YOU (Energy Alignment Game)

“A Superpower = A unique ability that you can practice until it is capable of making a BIG IMPACT”

Inherent to the desire to pursue a BIG dream is the requirement to become the next version of you; which means developing your Superpowers. So Fun!!

The flying person wearing the star is the symbol of expressing unique power in the world to have a positive impact on situations and for the good of others.



This includes expanding your mastery of abilities that you have already expressed. AND it also includes discovering and unleashing aspects of you that have become hidden in shadows of fear while you adapted to the environments of your life so far.

This discovery process is baked into the wisdom of your BIG Dream and the Life Coaching process! Your coach will ask you about what you have learned about your Superpowers in every session. This is your cue to tune into your self-awareness, to embrace your YOUUnique Identity as you take playful actions in the world.

Then, you will practice bringing Super YOU into the actions and situations of your dream. AND, during a role play (like in Session 3 and in Session 5) you can practice the situation while specifically expressing one of your newly discovered superpowers.

You will also identify your Superpower potential by noticing the fears that you experience when you play. Using the Pivotal Moment Technique (Coming up in Sessions 4 and 5) your coach can help you find the unique energies hidden behind your social fears.

SOOOOO GOOOOOOD!!!!

4.07) The AMAZING power of your imagination

The Pivotal Moment Technique is the Life Coach version of the way performers and athletes watch video of their performances with their coach and then use guided visualization techniques to envision new possibilities. You and your coach are going to use your imagination in a very powerful and practical way.

Instant Replay

Using your imagination you can recall and focus on a recent moment that didn't go the way you desired; and while doing this you will experience very similar thoughts and physical sensations as when it actually happened. This is very much like when athletes and performing artists watch video with their coach to look for ways to play better.

Powerful Pre-play

This is another tool used by elite performers and athletics and performance arts. Another option is to pre-play a moment that is coming up in the near future. Using your imagination you can bring the future experience into your mind... AMAZING. And even more amazing, you will experience thoughts and feelings as if it was happening now. Then your coach will guide you through an exploration of the moment to find ways to play better.

Co-created Experience NOT Self-Help

A key point I always like to share about the Pivotal Moment Technique is that it is NOT a self-help technique; you can't do it by yourself. It is a guided technique; a co-created experience. This often disappoints folks because we have been so indoctrinated into the belief that everything should be done alone; or its better when you can do it yourself. You probably know by now that I do not share in that belief!! LOL.

4.08) Pivotal Moments Technique and Model

Let's do a quick walk through the model so that you can have a comfort level with this profound way to practice life – remember, coaching is all about practicing together.

Lead in: Clarify the pivotal moment of choice that you will practice together including the actions and the intended results.

Step #1: P/Replay the Pivotal Moment (Control)

Activate your imagination to Replay or preplay the Pivotal Moment. Describe the scene or the situation for your coach in the present tense. Often in these situations there is something you are attempting to control.

Step #2: Review Reactions with Judgment-free Awareness

You are in the moment now. Use judgment-free awareness to notice the thoughts in your mind in the moment. Often these are your reactions to what is happening or not happening.

Step #3: Feel the energy in the body.

Feeling the energy in your body brings you more fully into the present moment. Body awareness in the presence of another person (your coach) with whom you feel safe is the pathway to transformation. Whenever we are in a pivotal moment our body will react to the situation with physical sensations; sometimes they are intense, sometimes they are subtle. If you are new to the practice of body awareness be patient and allow it to arise!

Memory Pops: Often while feeling energy in the body images or memories will pop into your mind. These “pops” will provide useful clues about where “The Pull” is coming from.

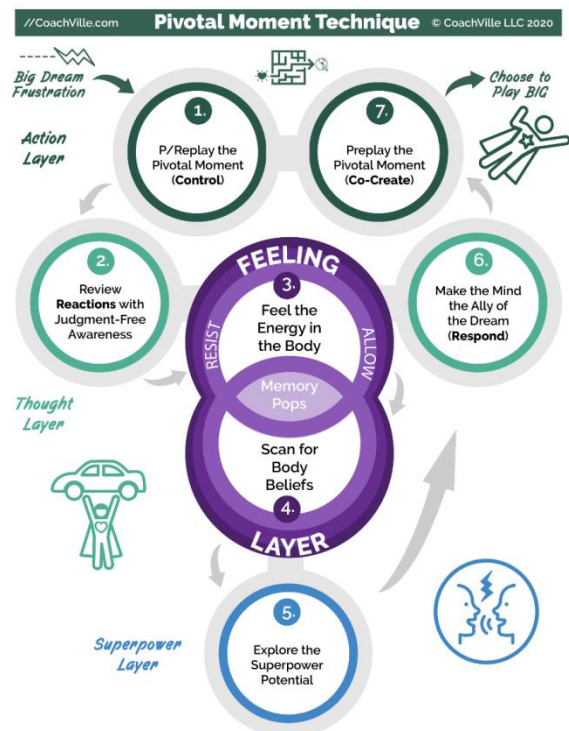
Step #4: Scan for Body Beliefs.

Your body is attempting to alarm you about the potential for social risk. It's intention is to keep you safe. In this step you will give voice to the self-preservation belief.

Step #5: Explore the Superpower Potential.

Often what we fear the most is expressing our unique superpowers and playfulness because this put us in social risk in the past. When we explore our self-preservation beliefs we can gain insights into our lost powers and playfulness.

Step #6: Make the Mind the Ally of the Dream.



You are active in your imagination. Your body is feeling the safe space of belonging with your coach. You have given voice to the self-preservation belief. Now your mind – still in the vibrant alive present - will open up to new possibilities. In this state you will be able to feel, KNOW and speak what your dream is asking you to do.

Step #7: Preplay the Pivotal Moment (Co-Create).

With your body feeling safe and your mind open you can then preplay the desired action and the desired result using your imagination. You can feel and see it happening in the present moment. You are fully aware that you have a choice.

Out in the world you are FREE!

You can choose to play BIG for your dream. You have felt it, seen it and lived it in your imagination in the presence of your coach. Your coach has seen it with you. OR, you can choose to play safe for self-preservation. No judgment either way; just a choice. This is freedom.

****!!!****

Often after doing this practice with your coach, an activity that seemed really hard will feel more natural and in the flow. Over time, with practice, you will gain confidence in your ability to play big in social risk situations. You will love it!

4.09) Tenacious Self Love vs. Self-Sabotage

Speaking of love... I want to share with you something I am very passionate about. It's called: Tenacious Self-Love. AND the idea that there is no such thing as self-sabotage; at least not in the way the mainstream self-help gurus describe it.

The self-help movement has come up with a lot of derogatory ways to describe our inner being when we are stuck in one of these “Pull / Pivotal Moment” situations.

In the Industrial Control culture again your YOUNique voice was silenced. As your voice was silenced from the outside you absorbed that energy and began to silence your own voice to fit in and stay safe. This is Self-preservation.

But when you experience resistance in expressing your voice, the **“Self-Help Gurus”** will say things like:

- You have self-sabotage.
- You have limiting self-beliefs.
- You can't get out of your own way.
- You are a procrastinator.
- You have negative self-talk.

- Your ego is the problem

Nasty statements like this are intended to make you think that there is something wrong with you; that the guru will then tell you how to “fix”. UGH!

As Life Coaches we don’t buy into any of this and neither should you.

We want you to see yourself as AWESOME and wholesome! We want you to practice viewing your inner experience with judgment-free awareness.

- Your Big Dream and
- Your Superpowers and
- Your Playfulness and
- Your Social Safety Instinct and
- Your Self-preservation beliefs and
- Your Fears, doubts, resistances,
- ALL of the “voices” within you...



ALL have honor; they all serve a meaningful purpose in your life.

I have found that the more we can bring tenacious self-love to all aspects of our being... the easier it gets for us to choose to play BIG for our Dreams. This is an AWESOME thing!

4.10) Reclaim your Superpowers... so you can Activate them!

Remember... this focus of this coaching experience is activating your superpowers; find and express your YOUnique voice and value.

You discover your superpowers by stepping out for your dream and embracing challenges. It is the challenges that reveal your superpowers. The more you playfully look for them, the more you will start to see them.



Allow yourself to be awesome. Your Dream NEEDS YOU. The world needs you.

4.11) Prepare for Session #4 – Pivotal Moments

First... the important items we explore every week...Take a look at your Play Plan play sheet from the week and select a few things to share.

Your BIG Dream: Every time you speak your dream out loud with your coach it gains energy.

Explore the Fear / Growth Zone

Challenges and Superpower Discoveries

The Pivotal Moment

If you have clarity on the moment you want to explore just tell your coach what it is. OR you and your coach can choose a moment based on the insights and challenges from the week before.

When you get into the Pivotal Moment technique your coach will ask you to close your eyes. It is much easier to access your imagination this way. When you open your eyes, fill in the key words on the sheet for thoughts, body sensations and “It’s not safe for me to”. This is also known as the “Body Belief”.

Superpower Potential

Sometimes when exploring a moment of resistance it will reveal a superpower or playfulness. You will get a picture of what you were expressing – or trying to express – when some trouble happened. Whatever you were doing will probably reveal one of your natural superpowers. If it doesn’t pop up when you are exploring the moment with your coach, it might pop up later.

Heart’s Desire

This is where you put your heart’s desire into a power phrase to guide your imagination.

Growth Zone : always remember that the purpose of a coaching session is to play and grow while you are in the session.

Play Plan

Make a few notes about actions you want to play with this week! Then write out your play plan for the week. Pivotal Moments... keep looking for them.

**** End of Player Playbook Chapter 4 ****

4.12) Coaching Notes for Pivotal Moment Technique

{update – there are 5 types of conversation; 3 or 4 used in Coaching – I need to get clear on this; it is referenced in this text several times}

| Activate Your Superpowers Session #4 Notes | | | Date: |
|---|---|---|---|
| The BIG Dream: | | | |
| Explore the Fear / Growth Zone | | | |
| CELEBRATIONS  | INSIGHTS  | ACTIONS AND RESULTS  | |
| CHALLENGES  | SUPERPOWER DISCOVERIES  | Session Focus: Pivotal Moment  | |
| THOUGHTS  | BODY SENSATIONS  | IT'S NOT SAFE FOR ME TO  | HEART'S DESIRE  |
| Growth Zone What did you learn... About playing for your dream?  | | About yourself and your Superpowers?  | |
| Play Plan: What are the actions / perspectives you will focus on? | | | |

Just like we did for the Role Play Technique, I want to add a few notes before we get into the walk through of the coaching guide.

In Chapter 3, coaching theme Awareness, I shared with you the importance of finding the coaching balance between reflection and action. The Pivotal Moment Technique is awesome for this because it facilitates an ACTIVE conversation; a playful conversation. And this clears a path for even deeper reflection and deeper awareness. AND it paves the way for powerful Pro-Active conversation.

I use the Pivotal Moment Technique in almost every coaching session I do. It is my go to move for transformational coaching and I hope it can become that for you as well.

OK, let's get into it.

First of all, I included a LOT of information about the technique in the Player Playbook. I did this because what I have found is that as my players become familiar with the technique, they realize how powerful it is and co-create the experience with me. I want to help you get to this co-creative place with your players as quickly as possible.

And understanding all of this from the players' perspective will help you use it as a coach. Consider each section in Chapter 4 of the Player Playbook and the Player Prep Audio:

1. Knowing what a Pivotal Moment is
2. Understanding "The Pull" experience in the Human Journey
3. How to notice Pivotal Moments
4. Knowing that there is a Super YOU in you
5. How do use your imagination to replay and preplay moments
6. Knowing the steps of the Pivotal Moment Technique
7. Lean into Tenacious Self Love and disregard the notion of Self-Sabotage
8. Understanding that Pivotal Moments will reveal your Superpowers

With this shared understanding you and your player can practice life and play life in extraordinary ways.

Another gentle note of encouragement: please use the Player Prep Audios with everyone you coach so that they can become capable co-creators WITH you. Your coaching will improve dramatically when they do.

Always remember: the fast track to being a great coach... having great players!

Practice this technique as much as you can with as many players as you can. Get good at it. Then when you do the Inner Freedom Method program you will be prepared to take it all to an even more transformational place.

FREE THE PEOPLE!

This is a good time to take the reflective + ACTIVE concept to the next level.

All Life Coaching is talking together. But, as I shared with you in the Introduction, there are 3 different kinds of talking in a coaching session.

After doing a role play in the last session you can see that it is a different kind of talking than how we normally talk. It is ACTIVE talking!

The three kinds of talking in a Life Coaching Session:

- 1) **Reflective conversation** (talking about what happened or what is happening in a situation)
- 2) **ACTIVE conversation** (where you are practicing / playing together; like a role play and the Pivotal Moment Technique)
- 3) **Pro-Active conversation** (where you imagine future actions; also known as Play Planning)

A great coaching session requires ALL THREE.

AND here is another important point.

When you have a lot of reflective conversation and then jump into a quick pro-active (planning) conversation at the end, it will generally be quite tepid; planning to do more of the same.

However, when you have a healthy dose of ACTIVE conversation then your Pro-Active part will be full of imagination and energy and bold moves.

ACTIVE conversation changes everything; figuratively AND literally.

The Pivotal Moment Technique is type #2 and #3: it is ACTIVE Conversation; and energized Pro-Active conversation. AWWWW YEAH!!!

Let's do it!

Here is a quick walk through the steps of the Technique.

Then we will go deeper in the Coaching Notes in the next section.

Lead in: Clarify the pivotal moment of choice that you will practice together including the actions and the intended results.

As you switch into clarifying the moment you switch from Reflective conversation to Pro-Active. You are about to do something together.

Step #1: P/Replay the Pivotal Moment (Control)

As soon as your player is in the scene in their imagination you have shifted from Pro-Active to ACTIVE. You are now playing together.

Step #2: Review Reactions with Judgment-free Awareness

As your player shares these thoughts they are giving voice to their Social Safety Instinct. You do not need to do anything with these thoughts. Just be present; be the observer.

Step #3: Feel the energy in the body.

This is the BIG Kahuna step... getting your player into their body. Read through this section many times to get a feel for the flow. They may notice a physical sensation or they may not. You need to be smooth with either path.

Your FULL presence will make it easier for them to feel the energy. I know that may sound strange, but it is SUPER REAL.

If your player can not tune into a physical sensation just move on to step 4 with calm confidence. It is not uncommon for an Industrial Culture person to lack body awareness.

Memory Pops:

The resistance we feel in our body when we contemplate a playful social action comes from an earlier moment. Remember all Social Fear is learned / absorbed from the world around us. So there is a memory that is activating the uncomfortable sensation.

BUT what we don't know is if the memory will pop up when the player is feeling the energy.

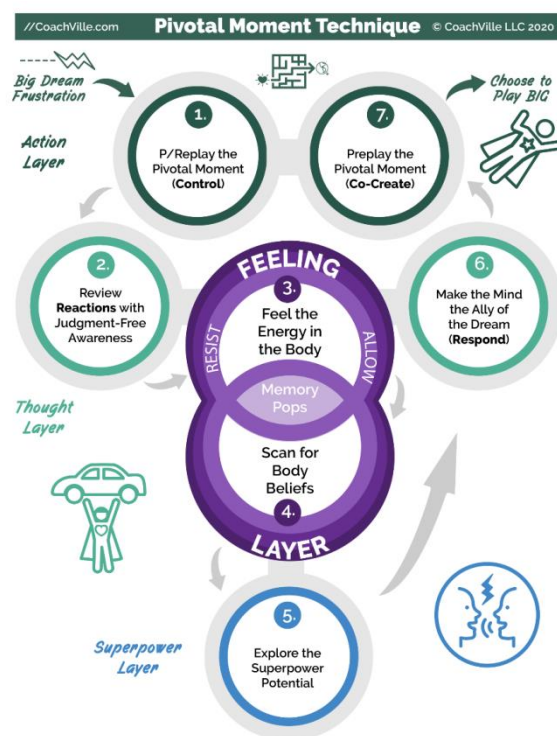
If they do, you again are the perceptive observer as they share. You don't need to do anything with what they share.

Note: The Inner Freedom Method program is where we learn how to explore fear and memory pops like a treasure map! We learn how to connect the dots between the situation in the memory and the present situation.

For now, creating the safe space for your player to feel and share is more than enough to transform the energy and move toward freedom.

Step #4: Scan for Body Beliefs.

Here we give the player the space to give voice to the Self-Preservation Intention that is creating the resistance to the action. We also call this "seeing the wisdom in the fear". It is very empowering.



This is another opportunity to be a Perceptive Observer.

They may say it clearly and just know what it is. Or they may need you to help them sort it out from a collage of words.

Step #5: Explore the Superpower Potential.

Most of the time your player will NOT see this. BUT often you will. This is the step where you can really add value from your personal experience, wisdom, intuition and playfulness.

When we feel resistance to an action there is a reason. And most of the time that reason is we got in trouble for doing something similar earlier in life. These are the moments when we lose our power. And this moment in the coaching session is when you can help the player get their power back!

AND... this takes practice and awareness of patterns.

But if you start with KNOWING it is in there, your certainty can help you see it; and it can help them see it.

At the same time... don't push it. If the superpower doesn't reveal itself in a minute or two, let it go for now. Sometimes an awareness will pop up for the player after the session. So at the very least you are planting seeds.

Step #6: Make the Mind the Ally of the Dream.

This will be a moment of powerful playful co-creative conversation for you and your player. Let their "Dream" speak first. Then add in any thoughts that are coming to you.

Step #7: Preplay the Pivotal Moment (Co-Create).

This step is a powerful moment of ACTIVE conversation where your player sees the future moment happening NOW.

Don't underestimate the value of the power phrase in this step: "I can see you doing that".

Out in the world your player is FREE!

Yeah!!

4.13) Coaching Notes for Session #04

Quick Prep!

Similar to last chapter, most of the quick prep notes are pulled out into a separate section above.

The Pivotal Moment Technique relies heavily upon all of the Coaching Superpowers! So you will be using them all throughout the session.

This is going to awesome. Let's go.

****!!****

1) WELCOME (and permission to coach)

2) COACHING PLAN ~ BIG Dream Actions

SAY: For our coaching plan today we will practice together with a Pivotal Moment of Choice.

SAY: As we do each session, share with me how you describe your BIG Dream now.

3) PRACTICE / PLAY TOGETHER

SAY: Let's get into our Pivotal Moment practice

ASK: Does that sound good to you?

{Coach: wait for the yes}

{The Pivotal Moment Technique}

Setup)

ASK: Let's think of a situation right now where you are avoiding a specific action that your dream is asking you to do; Or a situation where you are experiencing doubt, fear, stress, overwhelm, frustration or hesitation; Any ideas?

{Coach: This may be obvious from what you already talked about. Or you may need to help them hone in on a specific situation.}

SAY: OK let's make sure we are clear on what is happening and not happening.

ASK: The activity that we are playing with is X?
And when you do X (the action), what is your intended result?

{Listen: It is important that you are both clear about the action and the intended results.}

SAY: we will use a visualization technique called: "The Pivotal Moment Technique" to explore your thoughts and physical sensations.

The key to success in this step is to get the picture; NOT the gory details.

3.1) P/Replay the Pivotal Moment (Control)

Ensure a Safe Space

{Coach Note: Make sure they are in an environment where it is safe to close their eyes for a few moments. Eg. Not driving. Not in a busy public place. Not watching something on the stove top. Not chopping vegetables.}

ASK: Are you in a place where you can safely close your eyes?

Assuming they say yes...

Start the Visualization

SAY: close your eyes, breath naturally, and take a few moments to create the scene in your imagination; envision yourself taking the action.

ASK: Can you describe the scene for me?

{Coach Note: Listen carefully and get into the moment with them.

Coach Note: Make sure you can “see” it with them based on what they are describing.}

Coach Note: Some people are more fluid with visualization than others. Let them dictate the level of detail they describe.

Activate your imagination to see the scene with them. BE with them.

If it seems like they are not fully in the scene, ask them to share a bit more detail about the place they are in.

3.2) Review Reactions with Judgment-Free Awareness

SAY: It is very important that you **maintain judgment-free awareness** during this exercise. You need to imagine that we are both looking at this situation as interested and caring yet detached observers. This will help us expand awareness more easily.

ASK: What thoughts do you notice going through your mind?

SAY: Take your time. Continue to see yourself in the scene while being curious about everything that was going through your mind at that moment.

{Coach Note: Just wait and listen}

As they share each thought say something affirmative. Like: “good one”.

Here you may notice them judging their own thoughts; like sharing the thought and then saying that the thought is wrong. Gently encourage them to be judgment free about each thought.

Say: “Every thought has value. What else”.

Another thing that can happen is that the player goes on a long rant of thoughts. Here you need to artfully interrupt after a few thoughts.

This may seem contradictory to the notion that each thought has value, but it is just about finding balance and keeping the technique moving forward.

3.3) Feel the Energy in the Body

The key to success with this step is to follow it deliberately. The words and the order really matter.

SAY: Now I want you to scan your body for physical sensations from the top of your head down to your waist. Scan slowly and remain open.

ASK: What sensations are you feeling in your body?

Coach, at this point there are 3 possibilities. They feel nothing, they feel one thing, they feel many things.

If they feel nothing

SAY: *that is ok. Often when we experience resistance there is a sensation in the body somewhere. Often it is quite subtle like a little buzzing or tingling sensation.*

{wait a few moments to see if they notice something.}

{If not, Go down to 4) Scan for Body Beliefs}

{If they feel many things}

ASK: *Which sensation is most intense?*

{Have them choose one thing.}

It is very important to hone in on ONE sensation. And sometimes the ONE can be a big energy that covers several body areas. Like a long tube of energy from my gut to my heart.

{If they feel one thing... we move along}

SAY: *Bring your full attention to the physical sensation. Feel into it as deeply as you can. ...{pause}... You may notice some emotions coming up. Just let them pass for now and focus on the physical sensation.*

ASK: *Does the feeling have a shape?*

ASK: *Does the feeling have a color?*

ASK: *Does the feeling have a temperature?*

SAY: OK, now all you need to do is just allow yourself to feel that **{temp/color/shape in location}** for 30 seconds. Just welcome it, allow it to be there and feel into it as deeply as you can.

Saying the temp, color, shape and location back to them keeps you with them in the moment.

eg. The cool grey blob in your throat

ASK: Do you think you can do that?

{Wait for the “yes”}

SAY: OK, I will time you. I will be here if you want to SAY anything.

For 30 seconds. Here we go.

at 15 seconds quietly **SAY:** *keep going*

at 30 seconds quietly **SAY:** *excellent. You did it.*

{pause for a moment}

You don't need to set a timer on your watch! Approximately 30 -60 seconds will be good enough.

Memory Pops

ASK: You did it! What was that experience like? Did anything pop up for you?

{just listen; notice if they share a Memory Pop}

Here you just want to be very interested and affirming in whatever they say. Stay super judgment free about the situation and any other parties involved. DON'T try to analyze it. Just hear them. It will help you add insight to during step #4.

3.4) Scan for Body Beliefs

SAY: Now let's try to find the wisdom in what you are experiencing. Fear is always focused on self-preservation. We want to discover what the fear is urging you to preserve, protect or hide.

ASK: Fill in the blank for this phrase: "It's not safe for me to ... fill in the blank"

Coach, co-create them. Explore a few options together. Encourage them to honor the wisdom of the "fear".

They may say one thing or they may say several things. Give them a lot of silence / space.

If you have an insight about the connection between a memory pop and the body belief, ask permission and share it briefly without going into a big analysis. It's more about affirming that the resistance you are exploring makes sense now.

3.5) Explore the Superpower Potential

SAY: Often when we feel that we are not safe, what we are protecting is our own unique power or playfulness; because often we have gotten in trouble for it in the past.

ASK: Do you have an inkling about the unique power or playfulness that may be in the shadow of this belief in your body?

{Listen; help them tease this out; they will need your full presence for this part}

This is where your wisdom and imagination can come together to add value to your player. Most likely they won't see the Superpower in the shadow of the fear. But most likely there is something there. If you see/feel something – ask permission and share it. (Feel it – Say it)

If the Superpower does not reveal itself in a minute or two, let it go and move on to step #6.

3.6) Make the Mind the Ally of the Dream (respond)

SAY: That is excellent. Now let's create a phrase to describe what your Dream wants you do.

ASK: What is your dream asking you to do in this situation?

Coach, co-create them. Explore a few options together. Help them hone in on a short phrase.

Steps 1 through 5 will create a powerful feeling of openness for your player. In this state, when you give their Dream an opportunity to speak often amazing clarity will come through. Both the resistance and the dream are coming "from inside" and both want their voice to be heard.

Here you are the co-creator! Listen and help them hone in on the words. Share the words that are coming up for you (without being attached, as always).

{After a little back and forth sharing}

ASK: What is one phrase that best captures your Dream's intention for you?

3.7) Preplay the Pivotal Moment (Co-Create)

SAY: Now close your eyes for a moment and visualize the scene again while holding in your mind your Dream's request. ...{pause} See yourself making the BIG Move and everything turning out great.

Give them 10-30 seconds of silence.

ASK: What did you see?

Listen.

SAY: I can see you doing that!

This is a very powerful affirmational phrase to say to your player. When you say you can "see it", it makes it REAL.

SAY: Now you have the choice to play safe or play BIG. Either one may be appropriate when you are in this situation. The key is that you have choice.

4) GROWTH MODE

The usual stuff!

5) PLAY PLAN (for the days ahead)

The usual stuff AND if it makes sense encourage them to put the pivotal moment you just played with into their plan.

****!!****

24.14) Coaching Framework: Relationship (PPP)

{from PC quick overview}

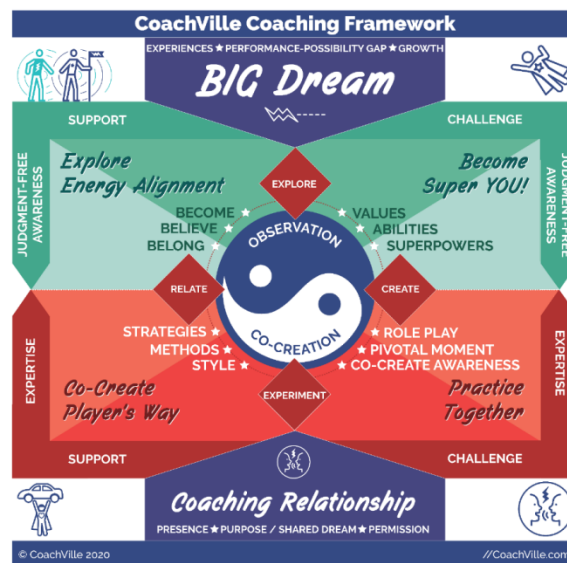
The coaching relationship is unique in the world of human relating. It is a co-created experience where both individuals are equal partners with different roles; no one is “in charge”. The player is setting the destination with their dream, the coach guides the pursuit using their coaching abilities and any relevant knowledge of the quest.

The essential Three P’s of the coaching relationship are noted here:

Purpose – the coach must share the players dream 100% with no reservations.

Permission – the player must choose the coach and the coach must choose the player. Coaching can only exist when the coach has permission to be the coach.

Presence – coaching presence is the somewhat magical essence of the relationship. The coach is “on the journey” with the player. The coach is present to practice with and observe the player. The coach hears what the player shares. The coach notices “things” that others don’t see and shares them with the player.



{Write}

24.15) Coaching Framework: BIG Dream

{From PC Quick overview}

The players’ BIG Dream is the catalyst for the coaching experience. We will talk about the BIG Dream in every coaching session; it is always the topic. The BIG Dream creates the players vision to play something better: this vision is the Performance-Possibility Gap. The player seeks out a coach to guide them in the navigation of this GAP. All coaching happens in this gap. The coach guides the player in pursuit of the dream for new experiences and opportunities for growth.

{Write}

24.16) Coaching Framework: Observation ~ Co-Creation

{From PC}

The first thing to notice is the center which is the core of the coaching experience: the yin~yang type balance between **observation and co-creation**. This is the core of the coaching relationship!

This notion is super important for two reasons.

- 1) Coaching happens by practicing with someone and by observing and co-creating as you guide them toward playing better; also the player learns from the Coach by observing them.
- 2) We are ALL yearning to be seen... for who we really are... for the value we co-create with the world... by someone who can truly appreciate what we are doing.

This is what a great coach brings to the relationship!

The coach and player practice together. The coach observes the player and shares what they see and can offer alternatives. And the player observes the coach to learn new ways of playing. Along with observation there are life-changing co-creative conversations that lead to new awareness and bigger possibilities. It is a powerful form of balanced partnership. It is a magical experience that can lead to transformation.

{say more}

24.17) Class #04 Prep

Question: Why is self-trust so important for a coach? How can you cultivate the awareness and courage to trust yourself in coaching conversations?

Question: What is the value of going deep? How do you do it in a coaching conversation?

