

# PERSONAL TRANSFORMATION COACHING



*Player Playbook*  
*by Dave Buck, MCC*

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

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# Personal Transformation Coaching

What to do  
when LIFE sends you a  
**wake-up call**  
(Or you choose one for yourself)

Playbook for Players  
2023 Edition  
Part 1

By Coach Dave Buck, MCC

# The Lightning Bolt Moment



The Lightning Bolt is a symbol of transformation.

The FLASH of electricity comes out of the sky to shake things up and cause a transformation.

In the mystic symbol of the lightning bolt, it is striking a tower and the people in the tower are tossed out. SET FREE! Out of their isolation and back out into the social world of other people and new possibilities... and new challenges.

Were they held captive by some form of outside control? Or did they put themselves under control to get away from the risks of the world? We don't know. But either way, the control is gone and now they are free to play – and risk – and GROW – again.

## Scenario 1:

In real life terms this is some kind of event. Often the end of a situation: a job, a relationship, a time in a place, or a state of health... and at the exact same time, the beginning of something... your next adventure, your NEXT Dream.

You may be in a lightning bolt moment in your life and now you are connected to a Transformation Coach. Good!

## Scenario 2:

You are connected to a Transformation Coach and now you are going to co-create your own lightning bolt moment (Yes, you can do that). In real life terms this is some kind of choice. A choice to let go of some status quo in your life and LIVE YOUR NEXT DREAM NOW!

Whichever scenario you are in... it is good!

Sometimes we choose our next Dream.

Sometimes our next Dream chooses us!

## The Transformation:

**From:** under control... staying safe

**To:** set free... into the social world

There is some part of you - Super YOU - that needs to be set free... back into the social world for expression, growth, risk, and opportunity; so that you can live your next Dream, NOW!

Together we will discover what part of YOU (or parts) is being SET FREE... and ready or not.. look at world, here you come.

Here is a BIG point about Transformation Coaching: whatever problems you were focused on before the spark... are probably no longer relevant; most likely they are not worth your attention. We leave them behind with the crumbled tower. AND it is likely that the cause of those “problems” was trying to keep your Self, or something, under control.

On adventure in the social world, we don't focus on problems. We focus on the peak experiences of the Dream we are playing. Sure, problems happen, but we solve them like fun puzzles.

The Lightning Bolt between the two faces talking represents the transformative power of human connections and coaching conversations.

FLASH... a new adventure!

FLASH... a new possibility

FLASH... a new awareness

FLASH... a revealed desire

FLASH... a new ability

FLASH... a new becoming

FLASH... a peak experience! (this is what its all about!)

FLASH... a new understanding

FLASH... your next DREAM

The Lightning Bolt – the Transformation Coach – is the messenger, the catalyst, the companion, the guide...the FLASH!

The only choice now is to play the new Dream....Or stay under control.

FLASH!

Let's Play

# Welcome!

Hello there! Coach Dave here with you.

It takes a village to live our Dreams!

On behalf of the CoachVille Community, I welcome you to the Personal Transformation program with your CoachVille Coach.

I am the co-creator – with our amazing team of coaches – of the Personal Transformation program that your coach is using to guide you in your new adventure. While your coach is your Guide on the adventure, I will be your “Bonus Companion” with this playbook and a series of audios that I recorded to help you make the most of every session with your coach.



## Our BIG Dream at CoachVille...

Everyone, everywhere with the courage to play life, has a GREAT Coach! YOU are making our dream come true!! Thank YOU!

## Your Transformation Coach is...

- The champion of your dreams
- The promoter of your Human Connection Skills
- The uplifter of your Human Nature Superpowers

The true heart of coaching is practicing together to play better. So, just as a basketball coach will help you play basketball better or a violin coach will help you play violin better, a Transformation Coach will help you play Life better. You might be wondering: how do we practice life? We will get to that I promise. Oh, and it's AWESOME!

Your **Dream** is the call to adventure... out in the world... to create new experiences that enhance your life and the lives of others.

Your **Human Connection Skills** will empower you to explore for visibility, relate for influence, create for inspiration, and experiment for discovery... the 4 things your Dream needs you to do.

Your **Human Nature Superpowers** are core abilities that we all have within us that we can express to co-create a beautiful life of Egalitarian Freedom. As you play Life you will discover, unleash and develop your Superpowers of Human Nature!

**Are you READY TO accept the call to adventure, AND create a ripple effect of good that deeply touches others? And amplify the goodness of your Human Nature?** I know the answer is YES! The good news is that it happens naturally when you play with a Transformation Coach. Enjoy the adventure...

Coach Dave Buck and the CoachVille Community...

***We are the Champions of Dreams!***

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## **Session #01 – Exploratory**

(Exploring the possibility of having a Transformation Coach)

### **AUDIO PREP**

[Listening to this audio will help you prepare for the session.](#)

### **BONUS AUDIO**

[Listen to an audio of an Exploratory Coaching Session.](#)

With Coach Dave and Player Mary

## 01-01) Prepare for Session #01 – the Exploratory Session

You may be reading this playbook before or after your exploratory session with your coach. Either way is OK!

If it is before, then consider these first few pages or so as motivation to say: “YES”!

If it is after, then these pages are here to get you prepped and ready to play.

Even if you already had the exploratory conversation and said: “Yes”, I still recommend that you listen to the prep audio. A few of the ideas will energize your experience with your coach.



### The First Step in Coaching

The first step in a coaching relationship is what we call an “Exploratory Conversation”. The main purposes are to:

- A) Get you excited about having a Personal Transformation Coach
- B) Make sure that you and the coach are a good fit for each other.

Reading this playbook introduction will also help you prepare to get the most out of it AND to make a good choice for yourself.

### Prepare for your Exploratory Session

Well, you don’t really need to “prepare” in the traditional sense.

But your potential coach is going to bring up a few topics that you may never have been asked about before. So, if you want to give them a moment of thought before the session you can.

Transformation Coaching #1 (Exploratory)		Date:
SESSION FOCUS: EXPLORATORY SESSION		
<b>Peak experiences:</b>		<b>Self-expression:</b>
3.		4.
<b>3-month focus:</b>		
2.	1. <b>Your Dream</b>	<b>Contribution:</b>
		5.
<b>Growth-oriented challenges:</b>		<b>Play better:</b>
7.		6.

If your coach has sent you the Playsheet Pack then you can print a page that looks like the one on the right. If not, no worries.

#### 1) Your Dream



Your coach is going to ask you if you to share your current version of your Dream. Your Dream can be an elaborate vision or **it can be a simple statement of desire.**

## ***2) 3-Month Focus***

Is there something that you are focused on for the next 3 months?

## ***3) Peak Experiences***

Are there any peak experiences you would love to have over the next 3 months?

A Peak Experience is where you do something awesome and feel yourself coming alive!

## ***4) Self-Expression***

How would you love to expand your self-expression?

## ***5) Expand Your Contribution in the world***

How would you love to expand your contribution?

This could be to your family, a community, a company, or a cause.

## ***6) Play Better?***

Are there some activities that you would love to “play better”?

Coaching is all about developing awareness, skills and strategies to play life better.

## ***7) Growth-oriented Challenges***

Are there any growth-oriented challenges you would love to step into?

This can be a really fun conversation!!!

Enjoy your exploratory session with your – potential – coach.

It could be the start of something BIG!

# **Free people. FREE PEOPLE!**

## 01-02) The Real-world benefits of having a coach!

# The Practical... The Problems ... The Purposeful... The Playful

YES!

As your bonus companion on your adventure with your Transformation Coach, my role is to prepare you for each leg of the journey so that you can really LOVE it and thrive.

In this exploratory chapter, 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 in a joyful way. AWWW Yeah.



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

## 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.
- 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

Something happened in your life to spark this new adventure, or some situation has led you to the conclusion that NOW is your time. It is possible, even likely, that whatever happened seems like a problem to you now. This is normal in our culture.

But it is important to know that Coaching is NOT an intervention for problems! It is about playing life better.

BUT...

Coaching and playing our dreams is an amazing kind of “Slow Magic”, over time problems disappear!

But... your coach is not going to do anything to you or for you! You are going to be an equal co-creator of the experience.

As you play better with your Transformation Coach, many of life's situations that are commonly perceived as problems will gradually lessen or disappear completely.

- You will experience LESS stress... and depression.
- You will experience LESS procrastination... and self-doubt.
- You will experience LESS loneliness... and isolation.
- You will experience LESS “self-absorbed Ego” ... and frustration.
- You will experience LESS “self-sabotage” ... and disharmony.
- You will experience LESS limiting self-talk... and anxiety.

We won't focus on any of these problems, they just disappear on their own. You have to admit... this will be awesome!

## **The Purposeful... and Aspirational**

- You will gain visibility. You will feel more courage in being seen and owning your value.
- You will gain influence. You will begin to see yourself as powerful and capable of having a profound positive impact on 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 discoveries. You will feel more confident in taking risks that can bring about positive rewards for your dream.
- You will develop the ability to tap into your body wisdom to make bold choices.
- You will develop the ability to tap into your AWESOME Human Nature for needed insights and possibilities... and then ACT on them.

## **The Playful**

A BIG difference between playing with a coach and working in isolation is well... a focus on play... specifically Social Play, and practice.

We have a little model to help you shift your mindset from worker to player: Relate, Create, Explore, Experiment. (It has a ring to it!)

These are your Human Connection Super Skills! You need these to play your Dream.

Your coach will encourage you to add activities in these four areas into your plan each week; this will guide you toward the experiences you desire, the impact you desire and personal transformation **AT THE SAME TIME!**.

Here is an important insight to consider:  
**Anything that you cannot control but you can influence is an opportunity to play and play better with a coach!**

So, I want you to wonder... to dream... of what you would do if you were able to increase your positive connection in the social world around you.

These are the four types of activities:  
**Moments of Social Play.**

- A play-able moment is a coach-able moment that you can improve through practice.
- Social play means that it involves co-creating the experience with one or more other people rather than completing a task in isolation as was the norm in the Industrial Culture of Control.

And here is another BIG point: As you unleash your Superpowers of Human Nature, you naturally get better and better at Social Play because Human Nature is Playful!!!

### The BIG Picture...

Playing life with a Transformation Coach means you will practice pivotal moments of social play that lead to visibility, influence, inspiration, and discovery!

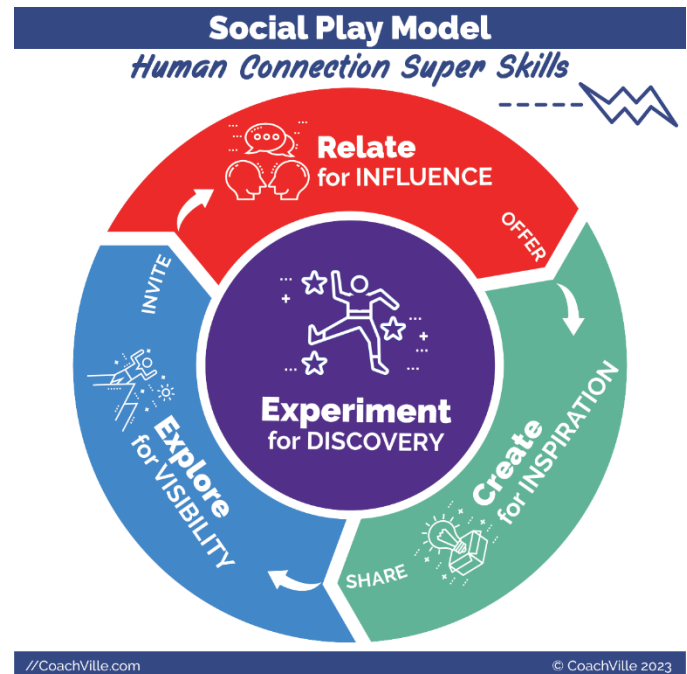
You will experience this fully throughout this coaching engagement and you just might be inspired to take a “coach and play” approach to many of your future pursuits in life! **I HOPE SO!!!**

Now you might be thinking: “Yes, the social play actions and results are exactly what I want! The Power of Playfulness sounds amazing.

“But when I think about it:

- I know I need to ‘get out there’ and be more visible, but it’s not easy.
- Asking for what I want, or need is pretty hard for me.
- Sharing what I create can be a real struggle.
- Trying new things often feels too risky so I stick with what I always do.”

**EXACTLY.**



Somehow, we have all become fearful of our playfulness and social play actions in the Industrial Culture.

This is a BIG reason why Transformation Coaching was invented!!

### ***01-03) Transformation: From Control to Co-Create***

Each week we will focus on at least one transformation.

To get us started we will explore one of the biggest...



**From:** Control

**TO:** Co-Create

OR the deeper version:

**From:** Hierarchical Control

**TO:** Egalitarian Co-Creation

Juicy.

#### **Control**

Notice areas of life where you are attempting to control OR you feel that you are “supposed” to be in control.

- Of a person
- Of a situation
- Your SELF

And notice the areas of life where you are being controlled.

- By a person
- By a situation

#### **Co-Create**

Notice moments when you feel the urge to co-create with another person.

Usually this will be the urge to do something WITH another person to co-create an experience together.

And sometimes you will co-create a “thing” that you want other people to experience.

The big idea is to notice that we can – and really enjoy – co-creating experiences with others.

This is important right at the start because coaching is a co-created experience.

## *Coaching is a form of Egalitarian Co-Creation.*

Also known as Playful Co-Creation. In free play we are all equal in co-creating the experience. This is a highly advanced and effective form of co-creation, like we all did naturally as children.

It is different to how most human relations are organized by our current culture.

Your coach is not going to control you as if they are “the authority.”

YOU are not going to control your coach because they are supposed “to serve” you as a customer or client and the “customer is always right”.

**Let’s go DEEPER because this is BIG!**

In this program we will deeply explore our Human Nature. It will be illuminating and fun.

The essence of our Human Nature is Freedom and Love!

We all yearn to be self-determined and also co-create with others and experience collective care. We want to do our own thing and express ourselves, BUT, not alone!

Meanwhile, our Industrial Culture is based on control and neglect of our Human Nature.

In this culture, it’s “normal” to be controlled and neglected and then to control and neglect others. Each experience of control and neglect is a small trauma to our Human Nature of freedom and love. These normalized traumas – the trauma of everyday life – stack up.

Over time our Human Nature is squashed and our Human Connection Skills are diminished and we feel less and less vibrant and alive.

**The is “the cause” of most of our problems.**

I want you to consider a provocative idea regarding “the problems” I described in the last section. (eg. Stress ... and Depression etc.)

If you have a group of 1,000 people and one person is stressed, then the stress has something to do with the person. But if you have a group of 1,000 people and 5, 50, or 500 are stressed, then the cause of the stress is in the culture!

This is big.

As an example, you can do things as an individual to address the stress you experience, but WE, as a culture, also have to do things to eliminate the CAUSES of the stress.

In our Industrial Culture we are obsessed with “individual responsibility” for problems and we ignore the culture of control and neglect which is the CAUSE!

My theory, that I have developed in 25 years as a Life Coach, is that almost all of the “personal problems” we experience are actually caused by our culture of control and neglect of Human Nature.

**But all is not lost! We have Transformation Coaching!**

The big picture focus of Transformation Coaching is to:

- 1) Restore and unleash your Human Nature Superpowers, starting with Freedom and Love!
- 2) Expand and practice your Human Connection Super skills: relate, co-create, explore and experiment.
- 3) So that you can play your Dream AND be a light of joy and aliveness for the people you know.
- 4) Playing your Dream will gradually disappear the problems you were experiencing with the magic of post traumatic growth! Yeah team!

Then...

- 5) Uplift the cultures that you are in; your family, community, company, neighborhood, town so that it ripples out from there to states, provinces, countries and EVERYONE.

Together, we can co-create a better world.

AWWWW Yeah!

## ***01-04) Transformation Coaching... the quick definition***

Here is a quick definition of Transformation Coaching, with more to come later.

Let's do the coaching part first.

The super straightforward definition of



Coaching is...

***Guided Practice and Playful Co-Creation***

***For the player...***

***To become the next version of themselves***

***In pursuit of playing their Dream better***

NOT... solving problems and organizing tasks.

The purpose of coaching is to play your life better. Or as we also say, play your Dream better.

A tennis coach co-creates approaches to tennis with you and then practices tennis with you so you can play tennis better.

A vocal coach co-creates approaches to singing with you and then practices singing with you so you can sing (play your voice) better.

YES! It is possible to practice playing your life and play your Dream, and it's really fun! We will get to that a bit later.

### **Important pattern language:**

Lawyers have clients.

Doctors have patients.

***Coaches have players!***

All through this book (and audio) we will refer to coaches and players!

Being a coach is awesome.

Being a player is awesome!



## Becoming and Transformation

There is an element of coaching that includes becoming the next version of you, WHILE you co-create and practice playing. When you co-create and practice you EMBODY new abilities and awareness. This gradually leads to becoming the next version of you.

Practicing any activity with vision and desire will have a ripple effect on the rest of your life.

Such as becoming a more confident person.

Or becoming a more fulfilled person because your passion and playfulness have a healthy focus or “outlet”.

By calling what we do “Transformation Coaching” we emphasize the becoming part.

As we play our Dreams in life there are almost infinite possibilities for becoming the next best version of ourselves.

## Transformation has a simple structure:

**FROM:** something NOW (that served its purpose)

**TO:** something NEXT (that we desire to become or experience)

Our big example at CoachVille is:

**FROM:** under control

**TO:** set free

The “Lightning Bolt Moment”!

There are sooooo many possibilities here. So many aspects of our SELVES that we can “unleash” or set free and express ourselves in the world in a bigger way.

Another good way to understand coaching is the Guide on the Heroes Journey – or as we call it “The Human Journey”. The idea here is the Transformation Coach is your Guide / Companion on the adventure of life providing observations, ideas and new perspectives so that you grow much faster than if you were adventuring alone.

One essential benefit of coaching is that your coach will grow and become along with you. Playing your Dream is growth-enhancing. Coaching others to play better is ALSO growth-enhancing. The whole experience is powerfully and mutually beneficial.

This is just the start of understanding what transformation coaching is and the value it can have in your life. As we move along, the clarity will grow.

Let's play.

## *01-05) Play your Dream*

### **PLAY YOUR DREAM – what does it mean?**

One of the BIG ideas of Transformation Coaching is to live a Dream-Centered Life.

This is a BIG Transformation

**From:** Work toward a goal (like it is an objective for some day)

**TO:** PLAY your Dream (like a game you plug in to the “Play Life Station” every day)

Working toward a goal is a common notion. Your goal is something that is off into the future; something you accomplish someday by completing tasks every day.

### **Your Dream is a “game” in the Play Life Station**

PLAY YOUR DREAM is a totally new idea. The best way to explain it is with a metaphor.

You are most likely familiar with the various game consoles where you plug a game into the console and the screen comes alive with a new world that you explore, face fun challenges and develop new abilities.

Imagine that this amazing world that we live in is a fully alive “Play Life Station”!

Your Dream is like a game that you plug into the game console.

After you activate your Dream by sharing it with your coach, the world around you comes alive in a new way. Everything that happens is connected to your Dream. You PLAY your Dream every day.

And yes, you can pop the game out of the Play Life Station any time if you need a rest. 😊

### **THIS IS SUPER IMPORTANT...**

You will LOVE playing for a Dream that is engaging, supportive, challenging, purposeful and fulfilling... **even if right now in your life you only have 20 minutes per day to play**

your Dream, it will light up the rest of your life. And hopefully soon more and more of your day can be playing your Dream time. AWWWW Yeah!

## Possibilities for your Dream

Your Dream can be an elaborate vision. OR it can be a simple statement of desire. Either is an awesome way to start our adventure together.

Elaborate: I want to host a podcast where people share their defining moments in life.”

Simple: I want to feel more energy when I am at work.

Simple: I want to have a closer relationship with my friends and neighbors.

At CoachVille, we use the symbol of the lightning bolt to represent your Dream. And sometimes we put the lightning bolt in a sunshiny heart to symbolize that your Dream comes from your heart and radiates out to the world around you. LOVE THAT!



We also typically capitalize the D to represent that your Dream takes on a life of its own, almost like a character in your adventure.

The first thing your coach is going to talk with you about is your Dream; because playing your Dreams is what coaching is all about. An important point here is that playing life with a Transformation Coach is MUCH different than going it alone. So, I am encouraging you to think bigger than you might normally allow yourself to think.

## Why Dream... rather than objectives or goals?

- Your Dream includes your imagination.
- Your Dream includes your vision.
- Your Dream includes your heart's desires.
- Your Dream includes how you want to contribute to life.
- Your Dream includes who you want to become.
- Your Dream includes the peak experiences you want to co-create.
- Your Dream includes the spirit of play.
- Your Dream includes a sense of wonder and mystery.

Often, we don't think too much about our dreams, we just focus on what we can control by ourselves. This is how we were trained to think in the Industrial Culture. (We will get to this later) This approach tends to keep us pretty small, which is OK sometimes. But truly life can be MORE.

**Our mantra is: The world is a playground... A Play Life Station... Let's Play Together.**

Here is a “starter” list of the endeavors that people dream of playing better. This will spark your imagination for the many possibilities you have with your Transformation Coach!

## **Aspects of Life you can play better with a Coach.**

- small business ownership,
- career development & transition into something joyful & meaningful
- business growth through team play
- leading a worthy cause or movement
- growing a vibrant community
- spiritual quest through community participation
- financial freedom through value creation
- corporate management and/or leadership of a great team
- artistic expression and performance
- health and wellness through engagement
- personal growth through self-expression and participation (this includes co-creating relationships and partnerships)

## **How you will grow as you PLAY YOUR DREAM...**

- You will express your superpowers, energy and creativity.
- You will enjoy the company of people by growing your Dream Team.
- You will grow your skills and capabilities, especially your Human Connection Super Skills.
- You will experience flow with your Human Nature Superpowers: to dream, be free, befriend, become, believe and belong.
- You will grow in status within your community.
- You will co-create your world - and THE world - in a positive way.

## **Peak Experiences (and objectives)**

Peak Experiences are essential to playing your Dream every day. A peak experience is when you rise up to a challenge and something awesome happens. Usually, you then feel the urge to put your hands in the air for a high five or a fist pump. LOVE THOSE!

When you play your Dream every day, every day there is a possibility for a peak experience; sometimes more than one! It doesn't mean that one will happen... just that there is the opportunity for it to happen.

A peak experience often includes using a new skill or expressing a personal superpower in a new way. It is often the result of lots of practice doing something to develop a new ability or approach.

The feeling is: **WOW! I (We) just did that. And it was awesome.**

## **Growth-oriented Challenges**

If you put a new game into your game console and everything that happened was something you have seen before and knew exactly what to do (like, the way we were taught to live in the Industrial Culture!) you would quickly become bored with the game and stop playing.

When you play your Dream, rather than go through the motions of another day of habits and tasks, you **WILL** experience challenges. You will face the unknown and opportunities to fail.

It is growth-oriented challenges that make playing your Dream fun every day.

The key is to embrace this truth and enjoy the challenges that come your way.

## **Here is the approach:**

When you play your Dream, you look at **EVERY** situation in your life as if it is somehow part of the adventure. Everything is happening for **YOU** to grow as a player in this Dream. Even events or situations that happen and seem to have nothing to do with your Dream, you assume that they do, and you look at them from this perspective.

Even recurring issues from **BEFORE** you were playing this Dream, most likely the ones that led up to your wake up call, you can look at them in a new way once you start playing your Dream.

**The way to do it is simply to wonder: mmm.**

I wonder how this situation is part of my Dream?

I wonder how this event is asking me to grow so that I can play my Dream better.

I wonder how this situation is trying to show me something that I didn't see before?

It's a powerful, fun and dynamic way to live.

You will **LOVE** playing a Dream that is engaging, supportive, challenging, purposeful and fulfilling... even if right now in your life you only have 20 minutes per day to play your Dream, it will light up the rest of your life. And hopefully soon more and more of your day can be playing your Dream time. **AWWWW Yeah!**

## *01-06) Overview of the Personal Transformation Coaching Program*

### Overview

Your coach will be guiding your adventure using a sequence of Transformation Coaching Techniques from CoachVille.

The sequence is designed so that YOU can discover the powerful ways a coach can co-create and practice with you while you play life / play your Dream.



As I mentioned before, when you are prepared with an overview of each coaching session, you can be a more powerful co-creator with your coach.

Before each session, you will learn about the practice technique that you will do together as well as concepts and ideas that will help you make the most of each session.

Here is a quick outline of the Exploratory Conversation and the 10 Sessions:

### **Part 1 – Experience Transformation Coaching Techniques**

#1 Exploratory Conversation – Is now your time to have a coach?... YES!

#2 Dream Activation – Activate Your Dream Technique

#3 Social Play – Peak Experience Technique

#4 Play Better - Role Play Technique

#5 Pivotal Moments – Pivotal Moment Technique

#6 Practice – Plan-Play-Grow Technique

### **Part 2 – Play BIGGER**

#7 Dream Refresh – Co-Create Awareness Technique

#8 Play for “Yes” – Transformational Play

#9 Embody the Dream Technique

#10 More Practice!

#11 Celebration!

NOTE: If you and your coach are doing a 13 Session series, an Exploratory + 12 Sessions, then you simply repeat session #10 two more times; because... **WE LOVE PRACTICE!!!!**

#11 More Practice; #12 More Practice; #13 Celebration!

## The purpose of the coaching program:

- 1) For you to experience the essential techniques of Transformation Coaching as a player so that you will know how to benefit from having a Transformation Coach as a companion for all your big adventures in life.
- 2) For you to... well... play your Dream NOW - and activate your Human Nature superpowers and uplevel your Human Connection Super Skills! To realize that you have more power than you think you do to play your dreams and create a ripple effect of goodness in the world around you. AND to lessen or disappear the “problems” that led to your wake-up call.
- 3) **HAVE FUN!**

### *01-07) Team Play for Transformation*

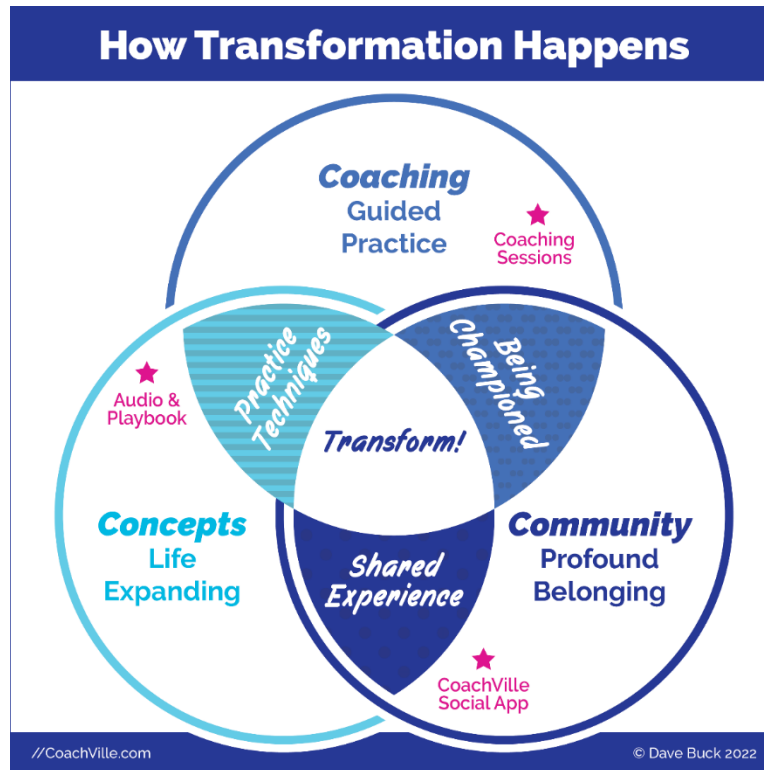
Your coach and I are co-creating “Team Play for Transformation” for YOU and your dream!!

In each chapter I will share with you a few ideas about playing your Dream. And I will give you a preview of any coaching techniques your coach will practice with you.



## Why this is awesome...!

You probably have never had a CoachVille Transformation Coach before, and probably never any kind of Personal Coach. The more you know about what to expect in the session, the more you can be a co-creator rather than a passenger. This is super important because Transformation Coaching is a co-created experience, it is NOT a service.



**It takes a village to raise the world.**

**It takes a village to play your dream.**

A Coach Village! Hah. (Couldn't resist)

**It takes a village to co-create the next version of YOU!**

There is a saying, often attributed as an Ethiopian or African Proverb, that says: It takes a village to raise a child.

This is profound wisdom about the power of culture.

In this program we will learn about the enormous influence that culture has on us and our ability to play our Dreams and transform into the next version of ourselves.

Your coach is part of a team (a village!) of coaches who are co-creating team play for transformation. For YOU and your Dream!!

At CoachVille we have co-created a culture for Dreams and Transformation that you can be a part of.

Our culture includes Coaching, Concepts and Community.

**Coaching**



Coaching is guided practice and playful co-creation. You are about to experience this with your coach.

The practice techniques that you will use with your coach have some life-expanding ideas built into them.

## **Concepts**

Concepts are life expanding ideas that can shift your mindset and expand your awareness. When you know the concepts, your coach doesn't need to spend precious time explaining them. This way you can dedicate your time together to PRACTICE!

When you share unique experiences with others you build a strong bond of community.

## **Community**

Community is a place of profound belonging where your growth is nurtured and encouraged. For this we have a CoachVille App with a group for players with a Transformation Coach! Here you can access all of the resources and also connect with other amazing humans who are also participating in the Transformation Coaching Program.

The community part is vital because you will feel that you are a part of something bigger, rather than just being the only person that you know with a Transformation Coach. Experiencing a positive culture will empower you to "ripple" your experience out to other communities that you are part of!

When you feel that you are being championed as an individual within a group it expands your energy to step into the next challenge in your Dream. Your coach is ready to explore this challenge with you.

### *CoachVille App and Player Membership*

Here you can access all of the concept in articles on any device. In addition there are a series of audios, so you can immerse in ideas that will make living your Dream easier and more fun!

Player Resources available in the CoachVille Player Community & App:

- Player prep audio to prepare for each session.
- Player playbook explaining the key concepts for each session.
- Playsheets for Coaching Notes for each session.
- Coaching Demo Audio for each session so they can observe and feel more comfortable with the techniques in action.
- Technique Sheets so they can co-create practice with you.

- Zoom events for all the players around the world. Engage in powerful conversations and connect with amazing players like YOU.

## **90 Day Free Trial to the Player Membership Community and CoachVille App**

The CoachVille Player Membership is just \$20 / month.

AND... if you are new to CoachVille, your coach can give you a link for a **90 Day Free Trial** that you can use for your first coaching engagement!

You can access the community on CoachVille.net AND... most importantly... on the CoachVille App. The App makes it especially easy to access the audio content.

**\$20 / month can save you \$\$HUNDREDS!**

Here is the BIG IDEA... When you play your Dream everyday you consume a lot less entertainment and other stuff!

Seriously you do. When you start playing – and living – your Dream everyday, you can unsubscribe from most of the entertainment services you are currently paying for.

You don't have time to watch too many shows when you play your own life Dream

And... when you play, you are not stressed at the end of the day needing to unwind with some entertainment... or worse.

When you experience belonging with other players and your coach, you won't need to buy "stuff" to fill the void.

Seriously, hiring a coach, joining CoachVille and playing your Dream will save you a ton of money and uplift your life at the same time!

Try it for 90 Days Free... and you will see.

**SEE YOU THERE!**

## **If you are a little hesitant to join at first...**

If you are hesitant to sign up for the 90-Day Free Trial of the CoachVille Player Membership, we provide you with a PDF of the playbook that includes the first 4 sessions. (You are reading that now!) Hopefully after four sessions you will feel comfortable enough with us to take the leap to join the free trial of the CV Player Membership.

## *01-08) A Coaching Session: Before - During - After*

# **The CoachVille App & Player Membership**

There are several aspects of this approach that make use of the CoachVille App and Player Membership. These parts are optional but highly recommended.

## **BEFORE the Session**

This playbook, plus a set of playsheets, audio, and an online community and APP are designed to help you become a powerful co-creator with your coach. All of the key ideas are explained here, so you and your coach can dive right into co-creating and practicing together; rather than your coach using precious time explaining these concepts to you.



- 1) Print the Coaching Notes sheet.
- 2) Read – or scan - the chapter.
- 3) Listen to the Player Prep Audio.  
(available on the CoachVille.net site in the player membership)
- 4) BONUS: Listen to a recorded coaching session.  
(available on the CoachVille.net site in the player membership)

## **1) Coaching Session Notes**

An example of the Coaching Notes for Session 3 is on the next page. I am using Session 3 as the example because it is the one that is most similar to the others.

Use these sheets to write a few key word notes during each coaching session. The sheets are set up with words and symbols to follow the flow of the session; like creating a mind map. Writing a few notes will help you remember different parts of the experience and then capture your growth from the session.

Remember, a coaching session is not school! There won't be a test. You don't need copious notes. Write a few key words for each segment; again, like a mind map.

## 2) Read the Playbook

This item is optional based on if you are a comfortable reader or not. If you are not a comfortable reader, then you can listen to the player prep audio. If you are a comfortable reader then a quick scan of the chapter will prepare you with a few concepts, a technique and an overview of the session.

You can either read the PDF or you can read it in small segments on the web on the CoachVille Social Site (CoachVille.net) or on your phone on the CoachVille APP.

### 3) Listen to the Player Prep Audio.

You can either listen to the entire prep audio OR you can listen to it in small chunks on the CoachVille Social Site or App.

Listening to the “player prep” audio will help to create an “immersion experience” for your Dream. We have all had thousands of “repetitions” about working on tasks in isolation... so it will take quite a few reps before you can fluidly PLAY Together for your dream. But together... we will do it.

#### 4) BONUS Recording of the Coaching Session

I have a recording for each session in the series that I made with the amazing Player Mary McClements. Listening to these audios – each about an hour – will expand your comfort level with being coached and expand your understanding what Transformation Coaching is all about.

Think about it, before you wanted to be coached in any athletic activity or performance art activity, you saw it played MANY times. So, you had a comfort level going into the coaching experience. These recordings are our attempt to give you that comfort with playing and coaching social play in life / business / leaderships etc.

AND, listening to Mary play for her Dream is SUPER inspiring. It's like a serial podcast where the story unfolds with each episode. I think you will really enjoy it.

Transformation Coaching Session #3 Notes

Date:

1. WARM-UP and Dream sharing:

2. CELEBRATE

3. GROW (from Play)

4. (Practice) PLAN: *Co-create Awareness of Social Play and Peak Experience Technique*

5. PRACTICE

Relate

Create

Explore

for INFLUENCE

for INSPIRATION

for VISIBILITY

Peak Experience Technique

Do:

Feel:

Thoughts:

Body:

Do:

Feel:

Thoughts:

Body:

6. GROW (from Practice)

What did you learn about playing for your dream?

What did you learn about yourself and your superpowers?

7. PLAY PLAN: What is your transformation for this week? What social actions?

FROM:

TO:

## DURING the Session

The most important thing is to be in a place where you can be fully present with your coach.

Come prepared to share your celebrations and challenges.

Your coach will guide the session, so all you have to do is engage fully and playfully.

Speak from the heart... there are no right or wrong answers to coaching questions.

### NOTES

Use the Coaching Notes Playsheet to write just a FEW notes during the session.

OR you can fill in a few notes after the session.

Use whatever method helps you focus on the session with your coach.

## AFTER the session

### 1) Fill in your Transformation Coaching Adventure Log

Write the date and a few high-level key word notes to capture the essence of the session for you on the Transformation Coaching Adventure Log.

Use these two pages to create a visual display of your progress through the program.

Just a few key words for each session will allow your amazing mind to store and recall the important moments of your adventure.

Transformation Coaching Adventure Log (Part I)					
<div>The Dream</div> <div></div>					
<div>1. Exploratory Session</div> <div>Date: / /</div>	<div>2. Dream Activation</div> <div>Date: / /</div>	<div>3. Social Play</div> <div>Date: / /</div>			
<div>4. Play Better</div> <div>Date: / /</div>	<div>5. Pivotal Moments</div> <div>Date: / /</div>	<div>6. Co-Create Practice</div> <div>Date: / /</div>			
//CoachVille.com					
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## 2) Use the Transformation Coaching Play Plan














Write out your play plan for the week on the Transformation Coaching Play Sheet. This sheet is organized for transformation and social play. Keep the sheet in view in between coaching sessions so you remember to play!

## 3) PLAY!

Do the actions you intended to do PLUS any social actions you feel inspired to do. Notice new events and situations that come into your life.

Keep your play plan near you as you play for your dream in between coaching sessions to remind yourself to play.

Use it like a journal to make a few notes about your experiences of playing with each item. Note your thoughts, feelings, experiences and even resistance; if you find yourself looking at the item every day and thinking: “oh, I will do that tomorrow”.

Transformation Coaching Play Plan # _____		Date: _____	
Your BIG Dream:		Your Transformation: FROM: TO:	Your Superpowers:
<b>ACTIONS with the Spirit of Play</b> Relate for <b>INFLUENCE</b> > Risk Rejection		Challenges / Superpowers / Results:	
			
Create for <b>INSPIRATION</b> > Risk Disappointment			
			
Explore for <b>VISIBILITY</b> > Risk Trouble			
			
Experiment for <b>DISCOVERY</b> > Risk Mistakes			
			
Celebrations:		Growth:	
			

This will help you prepare for your next coaching session.

## 4) Participate and share

Participate in the online community via the web or use the CoachVille App to share about your experiences and connect with Transformation Players around the world!

SUPER FUN.

Share about...

- 1) Your insights from any of the content
- 2) Your highlights from your coaching session

3) Your experiences playing your dream in the world!

We are so excited to read about your adventure as it unfolds!!!

Read, Comment, Co-Create Belonging

Read about what your fellow adventurers are doing and share your encouraging words.

Profound belonging is something we can co-create together by using our amazing Superpowers: The Need to Belong and the Love to Befriend.

### *The Coaching Agreement*

Your coach and I are part of an international community of coaches called the International Coaching Federation.

As a member of this community, we abide a set of Coaching Ethics.

Your coach will send you an agreement to sign after the Exploratory Conversation and prior to Coaching Session #2.

## **Session #02 – Dream Activation**

(The Dream Activation Technique)

### **AUDIO PREP**

[Listen to the prep audio for Session #02](#)

### **BONUS AUDIO**

[Listen to an audio of Coaching Session #02 with Coach Dave and Player Mary.](#)



## 02-01) Prepare for Session #02 – DREAM Activation

Yeah!

First of all... Yeah! You and your coach both said "Yes" to coaching and now we are on the adventure together to play your Dream and live your Dream NOW! Here is a quick overview of this session so you can be prepared to co-create.



### Coaching Agreement

At the start of Session 2 your Coach will do a quick walk through of the coaching agreement. This is important to ensure that both you and your coach are in agreement on a few key points regarding coaching ethics. You only need to do this for the first session.

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

### Two important things to notice:

1) The flow of the coaching session through 7 stages in the blue circles

2) It puts your Dream at the center of the page. The focus of the session on Dream Activation; looking at what you aim to experience in life through the lens of the Human Nature Superpowers.

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!!

### The Flow of the Coaching Session:

#### 1) WARM UP and Dream Sharing

Just like you would for an athletic or performance art practice, it is important to warm up first. Your coach is going to guide you through a quick Transformation Coach warm up routine that includes Connected Breath and Imagination Activation.

Transformation Coaching Session #2 Notes		Date:
1. WARM-UP and Dream sharing:		
2. CELEBRATE	3. GROW	
4. (Practice) PLAN: <i>Dream Activation</i>		
5. PRACTICE		
<div><div><b>Drive to be free:</b> Self-determination &amp; self-trust</div><div><b>Love to befriend:</b> Co-create &amp; care</div><div><b>Start here</b> A Brief description:</div><div><b>Urge to become:</b> Self-expression &amp; spirit of play</div><div><b>Your Dream</b> Self-love &amp; self-worth Ripple Effect: Focus:</div><div><b>Need to belong:</b> F Self-value &amp; social safety instinct</div><div><b>Ability to believe:</b> E Self-confidence &amp; self-preservation</div></div>		
6. GROW (from Practice) What did you learn about playing for your dream?		
What did you learn about yourself and your superpowers?		
7. PLAY PLAN: What is your transformation for this week? What social actions?		
FROM: TO:		

Starting in Session #2 you will do a quick Dream Sharing activity as well. It is SUPER empowering to speak your dream on a regular basis.

## ***2) CELEBRATE***

Your coach will ask you to share a celebration from your life. Sharing celebrations is a powerful trust building activity... vital to Transformation Coaching.

## ***3) GROW from play experiences***

This will be brief in this session. But as we move forward sharing about growth and growth opportunities will be a vital part of each coaching session.

## ***4) Practice PLAN***

For Session 1 the practice plan is the Dream Activation Technique. YES!!

## ***5) PRACTICE***

The main focus of each coaching session is practicing together.

In the Dream Activation Technique we explore your Dream - or statement of Desire - using the Human Nature Superpower Model.

This is a very empowering way to explore your Dream! Rather than making a list of tasks or outcomes, we look for who you can BECOME by engaging in new experiences.

A) Start here: Describe your Dream as you currently envision it; even if it is just an inkling of an experience that you desire.

Next, we will talk about your experiences with the Human Nature Superpowers to look for “clues on the treasure map” to your Dreams.

B) Drive to Be Free

C) Love to Befriend

D) Urge to Become

E) Ability to Believe

F) Need to Belong

G) Your Dream with a little more clarity

What is the impact you aim to have?

What is the focus for the next 3 months?

## ***6) GROW (from Practice)***

- What did you learn about yourself?
- What did you learn about your Dream?

## ***7) PLAY PLAN***

A) Set your intention for Transformation for the week. A way you intend to expand or express something new or become the next version of YOU

FROM: A (a word or phrase)

TO: B (a word or phrase)

Look at what you explored in the session. Think about your situation. Add in what you plan to do. And sum it up in a transformation phrase from A to B.

B) Share a few social actions to get started on your Dream this week.

## **Dream Discovery & Human Nature Superpowers**

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.

Always remember that playing your Dream and unleashing your Human Nature – rather than fixing your problems - will gradually cause most problems to fade away.

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!!

### *Transformations*

There are several powerful transformations that we will begin to experience in this session. They are part of the BIG transformation:

**From:** Industrial Culture of Authoritarian Control

**TO:** Connected Culture of Egalitarian Co-Creation

**From:** Control Human Nature

**TO:** Unleash Human Nature

**From:** Results Orientation

**TO:** Peak Experience Orientation

**From:** Task Orientation

**TO:** Playful Growth Orientation

Here is the flow of the Dream Activation Technique.

**A) Start here:** Describe your Dream as you currently envision it; even if it is just an inkling.

It can be simple statement of desire for new experiences. Examples:

- I want to experience a better connection with my neighbors.
- I want to feel more energized in my career or business.
- I want to create a safe space for the children in my neighborhood to play together.
- I want to create a strong referral network for my business.

Next we will talk about your experiences with the Human Nature Superpowers to look for “clues on the treasure map” to your Dreams; rather than a task list.

### **B) Drive to Be Free**

How can we tap into your self-determination and self-trust?

### **C) Love to Befriend**

How can we express your love for co-creation and care; both giving AND receiving?

### **D) Urge to Become**

How can we expand your self-expression AND your spirit of play?

### **E) Ability to Believe**

How can we honor both your self-confidence AND your self-preservation?

### **F) Need to Belong**

How can we explore both your social-value and your social safety instincts?

### **G) Your Dream with a little more clarity**

What is the ripple effect you aim to have?

**Dream Activation:** What is the focus for the next 3 months?

**Have an awesome session with your Coach!**

## **Transformation is happening...**

1) Your Dream is Activated



Then we get into what you want to focus on for the next 90 days.

The important thing here is that you speak from the heart and don't worry about the details of HOW you are going to do it. Your Dream starts with your vision.

While you are sharing your thoughts, your coach will explore with you using some elements of the Co-Create Awareness technique to reveal beliefs and desires. Juicy!

Also, if your vision is a little fuzzy... or nothing but fuzzy... it is OK. Just share what you can see. That's all you need to do to start the activation.

Then we will walk through the Superpowers of Human Nature to Power Up your dream the energy of becoming the next version of YOU! This is the energy of Transformation Potential.

You saw these qualities on the Superpowers of Human Nature model in the Introduction.

We will explore you in your current situation and then your vision of you playing for your dream through the lens of these qualities. Your coach may also ask you a few bonus questions to reveal how the Authoritarian Control Culture is impacting you right now.

## **Transformation Coaching starts with your Dream**

All coaching begins when you have a Dream and choose a coach to guide you on the adventure. Remember our lightning bolt metaphor. The Dream is the FLASH that gets you out of the tower; out of being in control. 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!



To amplify our other metaphor: this is like putting a game into the “play station of life”.

You may be very clear about your 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 about something in life that you desire; or desire to be a little better. 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 halfway 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 “steppingstone” 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. Remember the model for Social Play I shared with you

in the Introduction. 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... be careful about comparing yourself or your Dream to other people. If your dream feels big for you... then it's a BIG DREAM!

Oh! One more thing; Remember I said that we 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?

I hope you enjoy this quirky perspective.

### *02-03) The Superpowers of Human Nature*

Your coach is on the adventure with you to play your Dream now AND to activate your Human Nature Superpowers! Awesome. AND if you are like most people, you don't have great clarity about what these Superpowers are. No worries. Your coach and I will guide you together.



Here is a quick overview to spark your curiosity. As you saw, we will explore this in great detail in Session #02 (the first session after your Exploratory Session which is considered Session 1)

After “To Dream”, they all have a keyword with BE to make them easy to remember:

## (The Ability) To Dream

- Choose your Desire (your focus for the next period of your life)
- Self-Love = I honor my unique being
- Self-Worth= I am worthy of living my dream; My Dream is worthy of support in my community.

## The Drive to BE Free.

- Choose your adventure (every day)
- Self-trust = I trust my inner knowing
- Self-determination = I can choose to do it; I don’t need permission.

## The Love to BEfriend

- Choose your companions
- Co-create = Two or more people creating together
- Care (give and receive) = We attend to each other’s well-being

## The Urge to BEcome

- Choose your playful practice; anything you want to “get good at doing”
- Self-expression = I can do it in my unique way
- Spirit of play = Curious, Creative, Resourceful, Resilient





## The Need to BElong

- Choose your environments
- Social-Value = your contributions to others are appreciated
- Social Safety Instinct = avoid disrupting your status in the group

## The Ability to BELieve:

- Choose your beliefs
- Self-Confidence = I believe that I can do it
- Self-Preservation = I believe that I should stay safe

## Conclusion

The first step is to begin to see these profound human instincts and abilities as Superpowers that we can use for good.

## *02-04) Transformation: From Control Human nature to Unleash Human Nature*

### Transformation

**From:** Control/ fix Human Nature

**TO:** Unleash / trust Human Nature

Let's continue our exploration of transformation with a variation on control and co-create.

There is a prevailing concept in our Industrial Control Culture that Human Nature is a problem that we need to fix or get under control.

As we move along in our personal transformation adventure, we will consider a different idea: that Human Nature is AWESOME and we need to unleash it and trust it.

We will get to that.

But first consider a few examples from the Industrial control culture:

Dream = NO - you must OBEY; do as you are told; or your desires will cause suffering

Be Free = NO – you must trust authority; don't trust yourself



Befriend = NO – you need to do your own work and don't bother anyone

Become = NO – your playfulness is trouble; your self-expression is too noisy.

Belong = NO – you must stay in your place, you can't go and find your people

Believe = NO – you need to believe what WE tell you to believe

### Consider...

Just from how common these “NO” phrases are, we can see how much energy we humans put into controlling each other. BLAGH! (That is the understatement of the century)

In Transformation Coaching we will consider the rebellious idea that control is not the solution to the Human Nature problems, rather, it is the CAUSE of the problems.

This is just the beginning of a powerful exploration together.

### Reality check

Most people that I have coached have had some awareness of a few things that they were good at. And some had an idea about their “strengths” or something similar from doing a self-assessment test. These inklings and readouts are really valuable.

But most had no idea about their Human Nature **Superpowers** or how vital they are to living a fruitful and fulfilling life. Nor how most stress, anxiety, frustration, apathy etc. are caused by NOT having access to them.

And one more quick clue here. We will talk a lot about our BIG Dream at CoachVille to guide the Human Family out of the Industrial Culture into Coaching Cultures. The Industrial Culture WORKS HARD to suppress – even squash – your Human Nature, or manipulate it in unhealthy ways. Coaching cultures PLAY HARD to unleash and expand our Human Nature Superpowers in pursuit of a vibrant, sustainable and egalitarian world.

I assert that most of the “Problems” in the Human experience – anxiety, self-doubt, etc. - I referred to a few sections back are caused by the Toxic Industrial Culture and the way it promotes authoritarian control and arrogant neglect of our Human Nature.

Notice that:

### Control and Neglect

are the opposite of

### Be Free and Befriend.

More about “Authoritarian Control” and “Arrogant Neglect” later in the program.

Your coach is going to ask you about your Superpowers in EVERY session. It is up to YOU to keep playing with these ideas. Experiment! Explore. There is a version of SUPER YOU that you were born to be. Your Dream is calling for that version of you right now.

The more you discover and activate your Human Nature Superpowers the more alive you will feel... and the greater ease you will experience in co-creating your dream experiences.

AND it might feel pretty scary sometimes... because of the fears we absorbed from the Toxic Industrial Control Culture. We will get to that later.

MOST IMPORTANT: Have fun, use your imagination, and KNOW that these powers are in you; envision yourself possessing them and using them.

### *02-05) What Transformation Coaching is...*

Transformation Coaching is the next generation of coaching!

To take the next step in our adventure together, let's go a little deeper into how a Transformation Coach can activate your superpowers and guide you toward Playing Your Dream!



# **Transformation Coaching Is...**

1. A personal, egalitarian relationship
2. of guided **PRACTICE** and playful co-creation  
**for the player...**
3. to become the next version of themselves
4. in pursuit of playing their **Dreams** better

**A Coach**

A coach is an accomplished, energized and wise partner with special skills and techniques dedicated to guided PRACTICE to play Dreams Better.

### **A Coaching Session**

A time where the player and coach put EVERYTHING else to the side and focus on guided PRACTICE to play a Dream Better.

IT is so liberating and SOOOOO much fun.

### **Version 1 Life Coaching**

Version 1 of the Life Coaching Movement was essentially a mashup of three concepts from 1990's Industrial Culture. It was good. I coached this way for 10 years!!!

Help the client achieve their goals with:

1. Questions and Empathetic Listening
2. Creative Problem Solving
3. Enthusiastic Task Management (AKA accountability)

Some coaches would talk with clients to help them solve their own problems and come up with their own tasks.

Other “expert” coaches tell their clients how to solve their problems and what tasks to do because they had “cracked the secret code”.

Most coaches were a hybrid of these two styles.

Either way, the focus was solving problems and completing tasks leading to goal achievement.

Next Gen Coaching is coaching for the emerging Egalitarian Connected Culture. The Egalitarian Connected Culture is a Coaching Culture where we uplift our powers of human connection rather than putting each other under control!

It is about dreams, transformation and the heart of what EVERYONE knows coaching is all about: guided PRACTICE. And specifically... practicing Human Connection Skills!

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

## ***1. A personal egalitarian relationship***

Coaching is a personal relationship. The Coach and Player care about each other as individuals. It is a significant upgrade from the ideas we got about the “Industrial Age Professional” that was robotic, impersonal and transactional.

This also rules out of the coaching field several Industrial Concepts of coaching such as:

- a “coaching” program of watching expert videos, or
- a “coaching” watch that tells you how fast you are running;

neither of these situations would qualify as coaching.

**Coaching is NOT hierarchical..**

- The coach is not a servant who is below the client
- The coach is not an authority who is above the client

Coaching is NOT a service, it is a co-created experience. Coaching is a vibrant and growing part of the “Experience Economy”.

Coaching is Egalitarian because the coach and player are equal partners in the relationship even though they have different roles.

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

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

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 demonstrating skills and 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 know that they could not have done it alone.

This is vitally important for the Human Family because we must co-create and demonstrate relationships that are NOT controlling. Coaches can lead the way to an Egalitarian Culture where EVERYONE feels connected and valued!

## **2a. Guided PRACTICE**

Guided PRACTICE is the true essence of coaching. (This is why it is in all CAPS in the definition).

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

Together we can practice situations, conversations, pivotal moments and peak experiences. We can practice skills, using our Superpowers and expressing ourselves in new ways.

Practicing together is how we grow in capability and awareness.

Guided practice means the coach is providing techniques, experience and knowledge to benefit the player.

Through practice the player can experience the new version of themselves or a new ability before they bring it out to the world.

**Practice is powerful!**

**Embodiment** - we can FEEL ourselves in a new experience.

**Imagination** – we can envision an experience or situation which creates confidence, clarity and courage.

**Awareness** – we see that new ways of being and responding are possible.

EMBODIMENT is the key because when an activity FEELS natural in our bodies, we are capable, confident and creative in similar situations.

In athletics and arts this is known as “muscle memory”.

## **WHAT to practice**

In Transformation Coaching we can practice ANY life situation! But they all have the core of Human Connection Skills:

- Exploring for Visibility
- Relating for Influence
- Creating for Inspiration
- Experimenting for Discovery

And in business and leadership there is an addition skill:

- Enrolling for Transformation

## **Observation and Conversation**

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! This is different than being seen by someone who doesn't really know and just thinks everything you do is awesome. We need both in our lives.

At the same time we develop abilities so much faster when we observe someone else doing something that we want to do.

In guided practice, the coach observes the player AND the player observes the coach!

As a coach you are going to share what you see in a judgment-free way that provides outside perspective. As a player you weave the coach's observations with your own insights and choose your own path.

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

At the same time, the player is observing the coach and absorbing their wisdom. This does NOT mean the coach needs to be perfect or have all the answers! Far from it. What it means is that the coach guides by being playful, curious and a touch vulnerable sometimes.

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. We are meant to generously lift up each other.

## **2b. Playful Co-creation**

Talking together is a big part of how coaching happens.

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

This brings me to one of my favorite things to share with Coaches and Players!

### **The ancient power of co-creation!**

Through the millennia the wise Humans created a power phrase: **"I create as I speak"**.

It illuminates the power of the spoken word to shift the energy between two or more people. When people are talking together in deep conversation with purpose, permission, and presence – as happens in a Coaching relationship – it can take on a life all its own.

With our words we can speak our Dreams into existence and create the next version of OURSELVES needed to fulfill our dreams.

This is the "magic" of co-creating that makes coaching such a powerful force in the world!

A coach and player will playfully co-create many "things" together:

- ideas,
- plans,

- approaches,
- awareness,
- learning,
- insights,
- and more.

### **3. To Become the next version of themselves**

Becoming is the transformation part of transformation coaching.

Coaching is always riding on parallel tracks.

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

The other track is focused on the inner experience of growing and becoming; especially becoming the version who can live the dream the player is imagining.

Becoming includes

- New or expanded skills
- Deeper expression of Human Nature
- Deeper abilities for Human Connection
- Deeper expression of the players YOUNique superpowers
- Feeling more capable,
- Feeling more confident
- Feeling more free to fully express oneself.

We become the next version of ourselves through:

- guided practice in coaching sessions
- and then by having new experiences in the world;
- and then by co-creating meaning from those experiences in coaching conversations!

### ***4s. In pursuit of playing***

Pursuit means moving outward, exploring, adventure and quest. It is more than just “doing the work”.

Playfulness is an awesome Human Nature Superpower. Restoring and maximizing playfulness is a big part of Transformation Coaching.

Qualities of playfulness include:

- Curious and Creative
- Resourceful and Resilient



- Exploring and Experimenting
- Fun! (usually, but not always)

#### ***4b. their dreams***

All coaching begins when a player has a dream.

A Dream is a desire for new experiences, it is much more than a goal and certainly more than surviving in the status quo.

A BIG transformation in Personal Transformation Coaching is the transformation to a Dream Centered life; as apposed to a survival-centered, obligation-centered or even a goal-centered life. We play Dreams, we work toward goals.

Playing a Dream is like putting a game into the Play Life Station. A Dream is ALIVE!

A Dream includes

**Desire** – there are new peak experiences that you are yearning for.

**Vision & Imagination** – you can “See” it and now you want to LIVE it.

**Adventure** – The path is not laid out in advance. There will be unknowns. There will be challenges, puzzles and mystery.

**Accomplishment** – There is something tangible that is claimed, created or experienced. Often it is a positive impact on the lives of others that will live on and ripple out.

**Becoming** – There is a confident new version of YOU who DID THAT!

#### **4c. BETTER!**

The key word “Better” brings us back to the essence of coaching from the first part of our definition.

Playing better is the focus of coaching. We practice to play better and then to have the peak experience of doing something better than we have ever done it before. AWESOME!

Playing better means having our desired outcomes happen more often than they did before.

The pursuit of BETTER – and knowing that better is always possible and evolves over time – gives our lives a delicious, uplifting growth orientation.

As players we get to choose what Dream to play.

We get to choose the direction of our growth-orientation.

AND... when we play, we also grow in unexpected and unplanned ways.

Ahhhh... the wonderful mystery of life.

## The Transformation Coaching Edge

In the Personal Transformation program you will learn how to PRACTICE any life situation! And we will do a deep dive into the Superskills of Human Connection and the Superpowers of Human Nature.

SO. MUCH. FUN.

## 02-06) Co-Create Awareness Coaching Model

Let's explore how to talk together with your coach.

Your coach is going to ask you a lot of questions... A LOT! The key to getting the most out of this experience is to shed the Industrial Culture Mindset that there are correct answers to questions. In connecting powerfully with another person, questions are meant to spark conversation that leads to co-created understanding; about situations and each other.

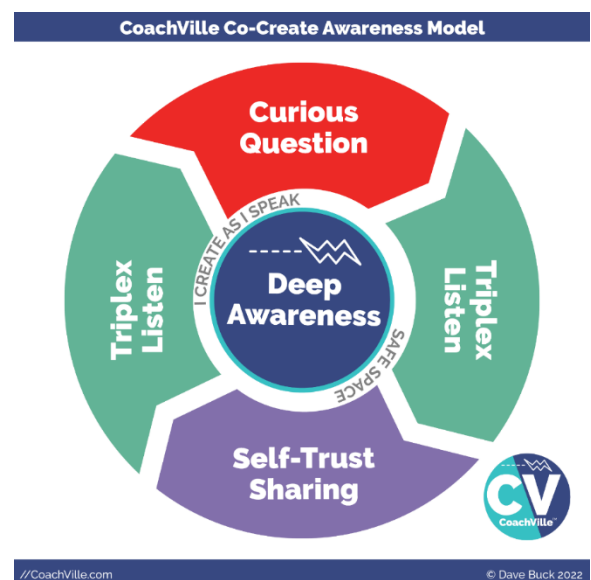
When you and your coach talk about things, there is a technique that will help you get the most growth from each experience. We call it the Co-Create Awareness Technique; it is a core technique of Transformation Coaching.

Let's look at the model and start with the white layer in the middle.

## I Create as I Speak

"I Create As I Speak" is a power phrase with origins in several ancient languages. With practice, this power phrase can become magical. When you speak this way, you can create your dreams and create the next version of YOU! It is an experience that both coach and player co-create together, enjoy together and benefit from together.

Another way of thinking about this is speaking from your heart; or speaking from inner knowing and speaking with the intention to create something new.



The power of this technique is that often you don't know how you feel about something until you are saying it. You don't think of it in advance. It comes out, and then you know it.

## **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 you, the player. Sometimes you 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. You hear beliefs, values, patterns; energetic resonance and dissonance.

In this space of listening the speaker can 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 (or downloading). 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 Transformation 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.

***Your Dream*** and how to live it; what are the peak experiences?

***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!!

## ***02-07) The Human Journey with a Coach***

The Human Journey. This is what you are on right now!

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 Dream to contribute to others by expressing their unique superpowers! So, we call it the Human Journey.



We will explore this model in detail in Chapter #10; it will all make more sense by then.

But there are three important ideas that I want to share with you now.

## 1) The Pull

See the little shaded section called “The Pull”. When you adventure for a new Dream you will experience a feeling of “Pulling” between your Dream pulling you out into the world and your Social Safety Instinct and Self-Preservation Zone pulling you back to the “safety” of what you already know. This “Pull Experience” is normal and essential. It means that your Superpowers are coming alive!



## 2) Treasure Map Mindset

There is no Roadmap to your Dream! But... **there is an awesome treasure map.** Your adventure will have many side trails and speed bumps. You will experience moving out to the world and pulling back in toward the safety of the status quo. All of these experiences will provide you and your coach with clues that you will read together to rediscover the Superpowers that you will need to play your Dream NOW. AWWW Yeah! I love this part.

## 3) The Growth Gap

We will talk about growth A LOT in our Personal Transformation adventure together. The Growth Gap is an important concept to understand and embrace.

The idea is that there is a current version of YOU AND a version of YOU that you must become in order to play your Dream and fulfill your Dream.

You need new skills.

You need more of your Superpowers.

You need to uncover and express parts of you that have been lost for years.

You need some new ideas; and probably some upheveled beliefs too.

You need a LOT of practice.

The key is to embrace and ENJOY both the current version of YOU, AND the version of you needed by your Dream. Embrace and enjoy the Gap!

It is super fun to grow into the next version of you.

Playing for your Dream can be a catalyst for this growth.

And as you play and grow the situation or circumstances of your “wake up call” will get smaller and smaller in the rear-view mirror!

## ***02-08) Human Nature Superpower = (The Ability) TO DREAM***

The core underlying purpose of any “wake up call” experience, is first to choose to play your new Dream, at least a little bit every day, rather than or in addition to whatever you were doing before. And second, to become more fully alive with your Human Nature. We will explore each of the six key elements of our Human Nature Superpowers in the first few chapters of this Personal Transformation playbook.

Here are the keywords from the Ability to Dream Superpower:

- Choose Your Desire – This is your heart’s desire for what matters to YOU.
- Self-Worth – means that you know that YOU are worthy of living your Dream.
- Self-Love – You embrace every aspect of YOU. Choosing your own Dream requires self-love.

The ability to Dream is about choosing the direction or focus of your life for a period of time based on your own combination of inner knowing and strategic logic.

Because Session 2 is specifically about sharing your Dream I want to share with you a few thoughts about Dreaming as a Human Nature Superpower.

The BIG IDEA is that you have the superpower the ability “To Dream” inside of you. It’s in you. Your “wake up call” is saying: “Now is your time to play your Dream!”

AND the second big idea is to see it and feel it as a Superpower that you can use.



For sure sleeping dreams are a truly remarkable aspect of our Human Nature. But in Transformation Coaching we are focused on your waking Dreams... which are also amazing.

In a waking Dream you put yourself into a future moment which sparks the other five Superpowers of Human Nature in powerful and mysterious ways. For example, you may experience your self-determination to make the Dream experience a lived experience. Often you can see a future version of yourself doing something that will spark your Superpower for Self-Expression.

My point here is to embrace that you have this Superpower and don't take it for granted.

## **Playing your Dream is all about loving life and feeling alive... EVERY DAY!**

### **Choose Your Desire**

For each of the Human Nature superpowers we focus on one aspect of our power to choose. With the Ability to Dream you exercise the power to choose your desire. YOU have this power.

The ability to Dream is about choosing the direction or focus of your life for a period of time based on your own combination of inner knowing and strategic logic.

The power to choose your Desire does not mean you will only do one thing. But it can mean that you find a way to connect everything you are doing to your Dream like a wildly creative mosaic. FUN!

### **Self-Worth**

Part of the Dream Human Nature Superpower is Self-Worth. This means that you KNOW that you are worthy of living this dream. AND that your Dream is worthy of support from the people around you.

I believe that there is real wisdom in our waking Dreams. If we have a Dream, something within us knows that we are ready – and worthy - to live it.

### **Self-Love**

Finally, Self-Love is an essential Human Nature Superpower connected to your Dream. Self-Love means that you embrace every aspect of YOU; everything serves a purpose. This is super important because as you pursue your Dream you will be called upon to express parts of you that may have been dormant for a while; or possibly have never come out before. Embrace the mystery of YOU and enjoy all of it as YOU emerge.

## **A few principles of your “the Ability to Dream” Superpower**

### **1) Out in the world beyond your status quo**



Waking dreams that have purpose and meaning and pull us out into the world for adventure, for new life experiences and ways to contribute our value to the world.

## 2) Treasure Map Mindset

I have mentioned this a few times because it is a message that needs repeating. There is no road map to your dreams; but there is a Treasure Map!

We are companions on a treasure hunt. NOT workers with our own individual tasks.

- Looking for clues.
- Navigating via curiosity.
- Loving the mystery; LOTS of things don't have logical explanations.
- Connecting the dots between our past experiences and our current beliefs.
- Wondering what something might mean.
- Accepting that there will be puzzles and contradictions.
- Tapping into the value and wisdom from past experiences.
- Embracing the Wonders of Life.
- Seeing a vision of who you can become in the future.
- Paying attention to your desires, joys and delights.
- FUN!

Here is the quirky idea: part of the Treasure Map is ... INSIDE YOU! And part of it is out in the world around you.

As you play for your Dream, the treasure map will reveal itself.

**The Treasure is:**

- A) Your Human Nature Superpowers
- B) Your Human Connection Super Skills
- C) Your YOUNique abilities and desires
- D) The ways to play your Dream NOW.



### 3) The Play Life Station

Your Dream is something you LIVE now; it's not some day; it's something you play every day. Like putting a game into the Play Life Station.

A Dream is any pursuit that gets you to move out of the Status Quo of life where every day is just a repeat of the day before; often where almost everything is UNDER CONTROL.

A Dream gets you out into the world of people; even if you travel virtually, it can be awesome. Remember the metaphor of the Lightning Bolt smashing the tower that kept you locked up and under control. Now you are out in the social world for a new adventure.

Even if you only have 20 minutes per day to play for your Dream, it can bring a powerful new aliveness to everything you do.

#### **OBEY: The counterpoint in the Authoritarian Control Culture.**

Each of the Superpowers of Human Nature has a counterpoint in the Authoritarian Control Culture. (I also refer to it as the Industrial Culture).

The focus of Authoritarian Control is obedience; in particular, obeying "The Boss", "the Authority", or whoever is "In Control".

And in Hierarchies you must obey the boss's boss and the boss's, boss's boss as well.

You know what this is all about.

This may be troubling your mind right now. Obedience has been so normalized and indoctrinated we can barely imagine life without it; we have been told that it would be chaos. We have been told that civilization depends upon the Humans becoming obedient and subjugating to hierarchies of Authoritarian Control.

I believe that authoritarian control, along with arrogant neglect, are the main causes of many of the problems we all face!

{erase}

There is another way: A Coaching Culture of Egalitarian Freedom, Co-Creation and Collective Care; Egalitarian partnership.

In this Personal Transformation experience with your Coach, you are going to get a taste of this; And cause a ripple effect of freedom in the world around you.

AWWWW YEAH!!!

## **Session #03 – Social Play**

(The Peak Experience Technique)

### **AUDIO PREP**

[Listen to the prep audio for Session #03](#)

### **BONUS AUDIO**

[Listen to an audio of Coaching Session #03 with Coach Dave and Player Mary.](#)

## 03-01) Prepare for Session #03 - Social Play

In this session you and your coach and I are going to talk through the details of Social Play. Your “wake up call” (AKA Lightning Bolt Moment) is encouraging you, or pushing you, out of isolation and into the social world. In the social world is where your transformation will unfold.



Remember that we all learned the way of the “task list” in the Industrial Culture. 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 social play in personal Transformation Coaching.

### 1) WARM UP and Dream Sharing

Your coach will do the warm up routine with you. Heart-Brain coherence will put you into a good “state” for co-creation and practice. The Imagination Warm up is essential to practicing social play.

Then... the BIG ONE... your coach will ask you to share your dream; the short version in 1-minute or less.

This is SOOO powerful. Every time you speak your Dream with your coach you activate it. SMART!

### 2) CELEBRATE

Celebration is so important for building trust and belonging. The important thing is you can celebrate ANYTHING! You can celebrate new experiences, challenges, insights, growth opportunities... ANYTHING!

### 3) GROW (From Play Experiences)

Have a look at your Play Plan Playsheet! Hopefully you kept it near you so you could write a few notes as you played for your Dream

Transformation Coaching Session #3 Notes		Date:
1. WARM-UP and Dream sharing:		
2. CELEBRATE 	3. GROW (from Play) 	
4. (Practice) PLAN: Co-create Awareness of Social Play and Peak Experience Technique		
5. PRACTICE 	Relate	for INFLUENCE
	Create	for INSPIRATION
	Explore	for VISIBILITY
Peak Experience Technique		
Do:	Feel:	Feel: Do:
Thoughts:	Body:	Thoughts: Body:
Desires:		
6. GROW (from Practice)		
What did you learn about playing for your dream?		What did you learn about yourself and your superpowers?
7. PLAY PLAN: What is your transformation for this week? What social actions?		
FROM:		
TO:		

or noticed your thoughts or feelings. Then... share a few insights and highlights with your coach.

#### **4) Practice PLAN**

In this session you will do a Social Play Exploration, and then the Peak Experience Practice Technique.

#### **5) PRACTICE**

First you will do a walk through of the three main Social Play activities:

- Relate for Influence
- Create for Inspiration
- Explore for Visibility

For each one, you and your coach will co-create a few examples of how this type of social play is a part of playing your Dream.

**Here is a quick summary of the core concept...**

***Social Actions:*** This is doing something! Usually relate, create or explore.

***Social Results:*** A result is when something happens in the social world, as a result of your actions. In broad terms we call these Influence, Inspiration and Visibility.

There are many results and experiences that you will co-create for example:

- another person says “Yes” to do something (influence) or
- another person enjoys something you create and share (inspiration) or
- another person sees you or something you created and introduces themselves to you (visibility).

***Peak Experience Technique:*** Your coach is going to guide you through this powerful practice technique. With this technique you can practice ANY social play activity.

You and your coach will choose one of the social play activities in your Dream to practice.

Then you will make a plan including:

- The vision of what you are doing
- The embodiment of what you want to feel
- The embodiment of what you want the other person to feel.
- The vision of what you want the other person to do.

After co-creating the plan you will use your imagination and body awareness to experience the moment. Very similar to what you do in the warm up.

### **6) GROW (*From Practice*)**

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.



- What did you learn about yourself?
- What did you learn about your Dream?

### **7) PLAY PLAN**

You and your coach will hone in on a two things at the end of each session.

A) Set your intention for Transformation for the week. A way you intend to expand or express something new or become the next version of YOU

FROM: A (a word or phrase)

TO: B (a word or phrase)

Look at what you explored in the session. Think about your situation. Add in what you plan to do. And sum it up in a phrase from A to B.

B) Share a few social actions that will include or engage others as you play for your Dream this week.

Remember to write a few notes on your Social Playsheet Plan; and keep a journal of what happens when you play. When your coach asks you about celebrations and growth opportunities, you will know what to say.

Have an awesome session with your Coach!

## **03-02) Social Play... and our Human Connection Super Skills**

Let's go a little deeper into the Social Play Model.

The BIG idea of transformation from completing tasks under control to social play is this: with social play you don't know what the outcome is going to be; there is mystery; there is possibility; this brings a much deeper experience of aliveness! YES!!!!

This is BIG! Coming alive with new energy and new possibilities is what a “wake up call” is essentially about.

### Explore for Visibility (AKA to See and Be Seen; to know and BE Known)

Exploring is when you go into a new territory; you are stepping into the unknown (hopefully with a sense of wonder) It can be a physical place, a social media platform or even a new idea. You explore to see and experience new people and new places; and also to BE SEEN and KNOWN by new people.

When Exploring for visibility goes well, it leads to meeting someone that you want to get to know better. This leads to an invitation to meet again where you can Relate for Influence.

We will practice this with the Peak Experience and Pivotal Moment Techniques.

### Relate for Influence (AKA Play for “Yes”)

Relate means talking to other people! This is pretty much what we do all the time in life. It becomes playful where there is an opportunity for positive influence like when you are asking someone to do something with you and they might say “yes”, but they might say “no”.

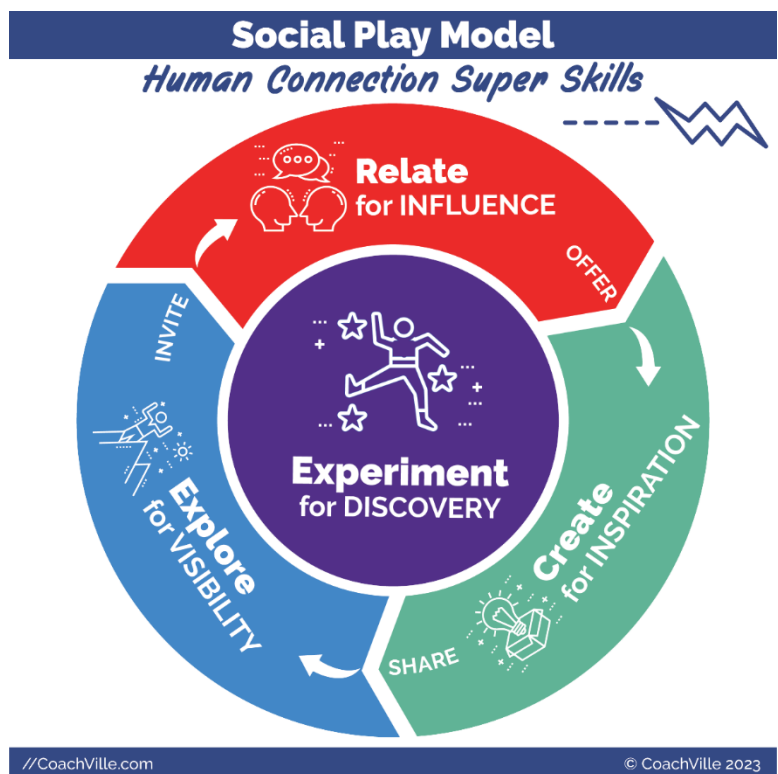
While relating for influence the “yes” that we are typically playing for leads to an offer to do something together. Doing something with one or more persons is a Create for Inspiration experience.

We will practice this with Role Play, Peak Experience and the Pivotal Moment Techniques

### Create for Inspiration (AKA to share with others)

The original form of Create for Inspiration is more accurately co-creating an inspiring experience with one or more people. Then the participants share about their experience with others to inspire them as well. These experiences can be designed or spontaneous and mostly likely a combination of both.

In our current world of written words and recorded media, we can create something for others to experience at a later time with the intention to inspire them. You have the



inspiring experience of making it and they have the inspiring experience of engaging with it.

The sharing part is all about participation and contribution. This is very much in line with the idea that “Life is Performance Art”; which is a concept we talk about a lot in coaching.

When someone shares about their experience with you to another person, this creates a new visibility opportunity.

We will practice this with the Peak Experience and Pivotal Moment Techniques.

### **Experiment for Discovery (AKA to Try New Ways)**

Experimenting is any time you do something that you have not done before OR you do something that you have done in a new way. Often when we experiment, we have an idea or a hope of what will happen but we don’t actually know. A key to success is to start with an intention, be open to new possibilities AND keep track of what happens; and most important is to not look at any outcome as a failure but as learning.

Hopefully you are getting energized about playing for your Dream with Social Play!

“Yes, these social play actions and results are exactly what I want!”

### **But when I think about it:**

- Relating when I want to ask 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 hard.
- Trying new things often feels too risky so I stick with what I always do.”

For now, I am going to ask you to trust me and your coach! Doubts and fears are clues on the treasure map of your Dreams. We welcome them and explore them.

We encourage you to pursue these social play actions with an open mind and a clean slate. IF you experience some fear – or remember fears from your past attempts at Social Play – we have a powerful way to coach you through it that we will practice in Session #4: The Pivotal Moment. But we need to you to get into the experience with a fresh perspective.

Your coach is going to focus on Relate for Influence, Create for Inspiration and Explore for Visibility in this session. We are going to explore Experiment for Discovery starting in a few weeks because when you first start playing, basically EVERYTHING is an experiment!

## **A relatable example**

Let’s create an example for a Podcaster since this is something most of us can appreciate.

The podcaster Dream to add value to and grow their base of subscribers

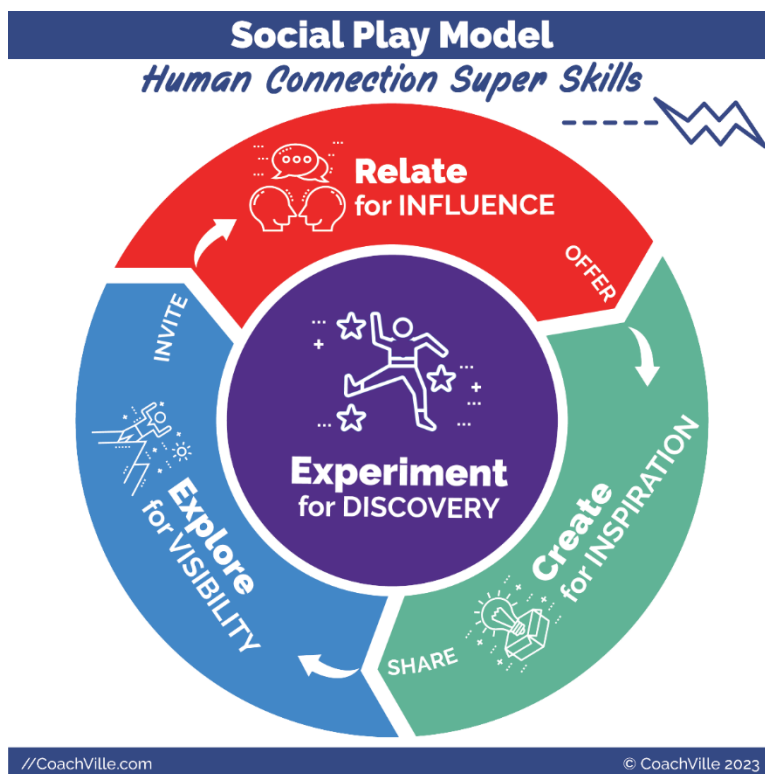
### Scene ONE: Relate for Influence leads to an offer.

Imagine you are talking with an influential person. If you have a good vibe with them, make them an OFFER to be on your show. Imagine they say: “yes”. Imagine that they are really intrigued by the theme of your podcast and want to be a part of it.

### Scene TWO: Create for Inspiration leads to sharing

Imagine you are co-creating the episode together. You are both feeling the inspiration of the conversation.

Both of you are inspired to SHARE the final audio with your audiences.



### Scene THREE: Explore for Visibility leads to an invitation

With the efforts of both the podcaster and the influencer, many people “see” and listen to the podcast for the first time. This creates new visibility for both the podcaster and the influencer. You imagine the listener really loving the experience and wanting more.

The Podcast makes an INVITE for the listener to connect with the two co-creators.

The intention is for the new listener to subscribe to the podcast. And this leads to new opportunities to Relate for Influence (via website and email) and the sequence continues!

## An “old school” example... Networking for Business

Here is another example from back in my early days of being in business. Hopefully this is another example that you can relate to even if you have never done it.

My Dream was to build my coaching business with awesome paying players.

### Scene ONE: Explore for Visibility



Go to a networking event. Talk to people. If I resonate with someone, I INVITE them to meet for coffee. Before going I would imagine the other person feeling uplifted by talking with me and wanting to know more about coaching.

### **Scene TWO: Relate for Influence**

Over coffee I ask them about their dreams and challenges. I share some insights and stories about how to play life better with a coach. Before meeting them, I would imagine the other person being really energized by the conversation and curious about how coaching could accelerate their progress toward their Dreams.

If the connection feels good, I OFFER them my Exploratory Coaching Experience.

### **Scene THREE: Create for Inspiration**

The Exploratory Coaching experience is a guided and co-created experience. Before the call I would imagine the other person getting excited about their Dream for bigger things for their life and feeling that it is truly possible.

If the person is inspired, they will ask me for details about my coaching program. Then I can make them an OFFER to become a paying player. Whether they hire me or not, my intention is that they SHARE about the inspiring experience with people they know in the community.

This creates visibility that leads to another cycle with a potential player.

Whew! This brings back memories! I did this cycle SO MANY TIMES back in the day.

## **One more – a career – Example**

You have a Dream for a new job.

### **Scene ONE: Explore for Visibility (the resume in social spaces)**

You share your resume on a relevant job site. Your resume is now visible in the social world of possible opportunities. You imagine someone reading your resume and feeling that you are a good candidate for a job.

The intention is for your resume attract an INVITE for an interview.

### **Scene TWO: Relate for Influence (the job interview)**

Now you are in the interview relating for influence with the interviewer. You see yourself feeling confident and building a strong connection with the interviewer. You imagine that the interviewer is very impressed with you and feeling that you are a great fit for the team you will join.

The intention is for the interview to lead to a job OFFER.

### **Scene THREE Create for Inspiration (in the new job)**

Now you see yourself enjoying the job and creating value with your colleagues. You see yourself being an inspiration within the group. You imagine the manager feeling that you are a valuable member of the group with great potential for bigger things.

The intention is for the manager to **SHARE** about you with other leaders in the company which creates visibility for the next opportunity in the future.

## Can you see it?

Hopefully from these relatable examples, you can craft an example like this for your Dream.

One key thing in understanding these sequences is that they can start at any of the three social play activities.

Also, you don't need to orchestrate **ALL** of the details, just the key moments and scenes. Your imagination can fill in the details to create the flow that leads to you co-creating the peak experiences of your Dream in the social world.

**Co-Creator:** This is an approach where you can bring out the best of yourself and others; to express both your Drive to BE Free AND your Love to Befriend at the same time.

When your coach asks you about this the key is to release the Industrial Culture need to be perfect and be in control.



## 03-03) Transformation: From Complete tasks TO Social Play

Transformation:

**From:** Complete Tasks

**TO:** Social Play

There is a lot to explore in this life-changing transformation. I will share a few ideas with you here.

**Early Days...**

**Classroom** = sit down, be quiet, obey the teacher, do your worksheets, don't make any mistakes or you will be shamed.



**Playground** = find your friends, co-create experiences together, keep the play going by making sure everyone feels included.

I always say: “we were born to play then we were trained to work”.

### **Tasks = control vs. Results = co-creation**

We work on tasks to complete them; usually in isolation.

We play to co-create results / experiences with others.

This is a big transformation for many of us mostly because we were strongly indoctrinated into task mindset by the Authoritarian / Hierarchical Control Culture. The mindset of the culture is that everything we need to do can be narrowed down to a sequence of tasks that can be completed – mostly in isolation - without making mistakes.

Meanwhile social play is our most natural way of being in the world and interacting with other people. In social play there are multiple people involved in the action, OR you are doing an action that you intend to influence or inspire or be seen another person at a later stage.

A task is when you are doing an activity and the only objective is to complete the task; and usually there is a notion of doing it the right way. A key element of task orientation is that we can control the doing and the completion of the task.

In social play the activity is separate from the desired outcome. We engage in the activity AND we can't control the desired outcome. It may happen or it may not. AND we can influence the desired outcome with skill, energy, strategy... even luck.

So, a task is doing something that we can control and learn how to do it the right way.

Social Play is something that we can influence by growing our skill, energy, approach and more. THE BIG idea for us with Transformation Coaching is that we can practice social play with the desire to co-create our desired results more often. Coaching is guided practice!

### **We Manage Tasks vs. We Coach Play**

With task orientation there is an underlying element of obedience or compliance; doing what you are told to do and doing it the right way. Note: even when you “work for yourself” there is an idea that you will assign tasks to yourself and then you will do the tasks.

We are trained in task orientation in compulsory education specifically so that we can then be compliant workers, fit for employment in a Hierarchical Control organization. The manager tells the worker what to do and they do it, ideally without mistakes, over and over again. This is the fundamental premise of the Industrial-Age Organization.

The objective of compulsory education is to make us obedient and fit for Industrial Employment.

With play usually there is a notion that the player – with coaching – will find their best way of co-creating the desired results with others. In this way, play is a pathway to personal growth.

Most opportunities in the emerging connected world involve social play.

Most leadership situations are fully social play but are mostly approached as if they are tasks that can be controlled.

When we approach a social play situation like a controllable task it leads to manipulation, frustration, and STRESS!

### **The Numbers “Game”**

We have been quite determined in the Industrial Control Culture to turn EVERYTHING into a controllable and manageable task that we can work on.

One relevant example is the saying: “it’s a numbers game”; meaning if you need to influence a certain number of people to do something with you, look at each interaction as a transaction; by completing enough impersonal interaction transactions the percentages will get you to your desired number.

This notion ignores the truth that our engagement with others is social play with real people that we can improve through practice rather than grinding through numbers of impersonal transactions.

### **Tasks are safe – Social play includes risk**

A big part of the task mindset is to make life 100% free of risk; get everything under control so that there are no risks, no mistakes and no disappointments. There can be a sense of accomplishment in completing tasks especially since we have been trained to enjoy the experience of completion.

However, a day with only tasks will pretty much suck the joy out of life!

Our natural human way includes playing with risk and embracing the opportunity to fail and grow from challenges.

A good way to approach playing for your Dream (at least a little bit) every day is to find a blend of tasks and social play.

There is value in both.

On the playground, there is always risk which is part of what makes it so engaging... and FUN! And sometimes there are hurt feelings... or blood. Then we go play again!

## Transformation Coaching

Encouraging you to engage in social play and embrace the risks involved is a big part of Transformation Coaching.

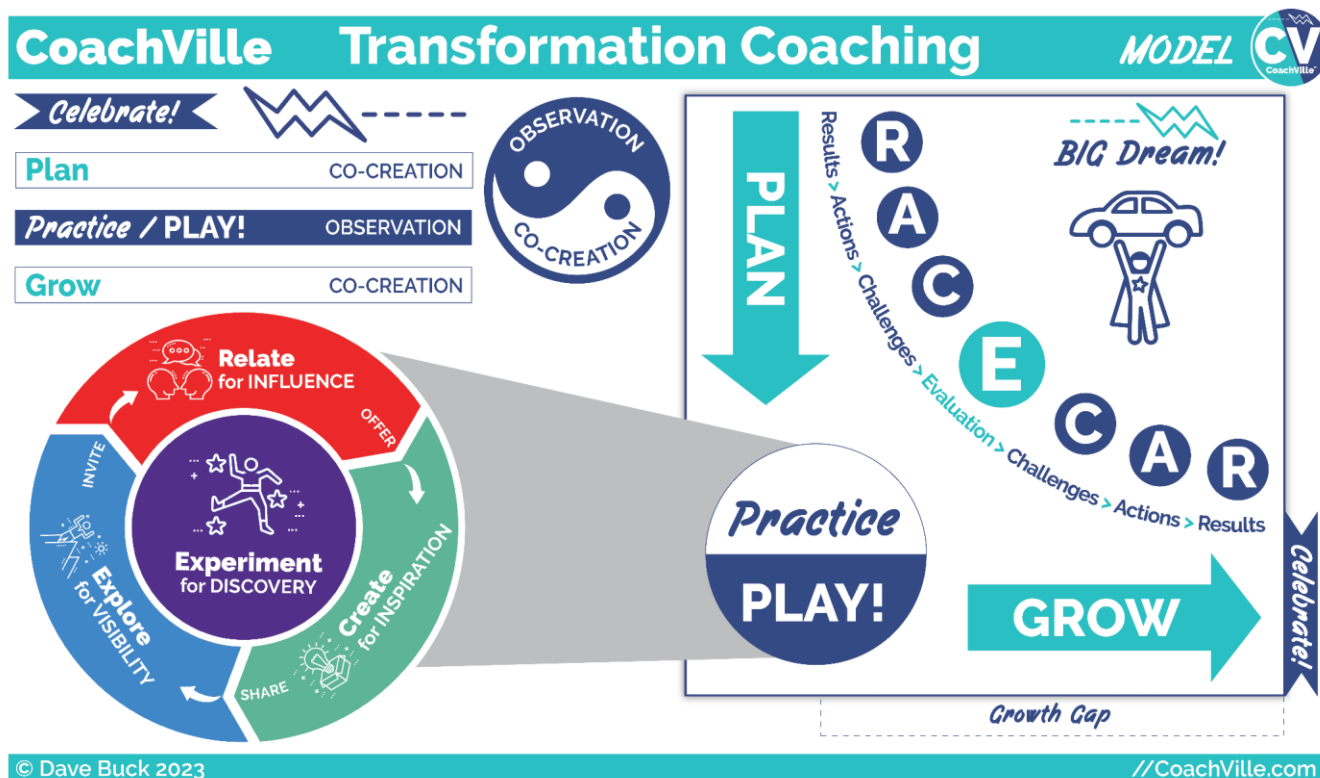
Exploring challenges for growth opportunities is another big part of Transformation Coaching.

Both are enormously rewarding for both the player and the coach.

AWW Yeah!

### 03-04) Transformation Coaching Model

To help you get ready for Session #3, I want to share with a quick overview of the Transformation Coach Model that we use to get into the rhythm of playing with a Transformational Coach. We will go deeper into this technique as we move along.



Here are a few things to notice.

The basic flow of a Transformation Coaching session is:

Plan – Practice – Grow.

The basic flow for playing in the social world is (a Transformational Life):

Plan – PLAY – Grow (And Celebrate!)

The difference is in the coaching session we do a unique form of play called Practice. This is when you play in a safe space with the intention of getting better at something.

What we are practicing and playing in the world is Social Play.

The **RACECAR** part is an acronym:

**R**= Result - what we desire. (eg. The Influence of Relate for Influence)

**A**=Action – what we do (eg. The Relate of Relate for Influence)

**C**=Challenge – Anything that makes the desired Result NOT happen when we take the Action)

**E**=Evaluate (eg. Looking back on the experience for growth opportunities)

**CAR** = Then we look for new ways to approach the Challenges and new ways to play the Actions to co-create the Results we desire better or more often.

The other important element to this model is the circle with the yin/yang symbol and observation ~ co-creation. Your coach is observing you, sharing what they see and then using that knowledge to co-create practice experiences with you.

Meanwhile, you are observing your coach and using what you learn to become a more capable co-creator of practice experiences.

### ***03-05) Peak Experience Technique***

Your imagination is wildly powerful and for most people severely underutilized due to experiences in the Industrial Culture, especially Industrial School.

Your ability to feel energy in your body is also SUPER powerful and for most people severely underutilized.



A Peak Experience is when you do something with playful energy and usually face a growth-oriented challenge of some kind, and something awesome happens! Usually in this moment you feel really alive.

The Peak Experience Technique is a visualization and awareness technique where you will practice a social action using your imagination. And also imagine the positive impact (Result) that you desire to have on another person. When we use your imagination to preplay a peak experience, it makes it much easier and more likely for that experience to happen out in the world. In other words, you start living your Dream NOW!

Most elite athletes and performance artists use a similar technique to reach amazing levels of impact. We can do it too with the social actions of life!

This technique requires some practice. But once you get into it, you are going to LOVE it.

## A Quick Walk Through

### *Plan the scenario*

#### 1) Do Something Awesome

Choose a specific social play moment to explore. Be clear about the action and the scene you will be in. For example, I am sitting at my table with my computer and I am writing an article to post on Linked In.

Describe the feeling you want to have while you are in the action.



## 2) Describe their feeling

Since this is social, there is at least one other person involved; even if it is at a later time. In the interaction, how do you want them to feel.

## 3) Desired the Action

What do you want them to do as a result of the experience?

*Play / Practice the scenario*

*Your coach will then walk you through the sequence of scenes.*

## 4) Imagine yourself at play

Use your imagination to create a scene of you engaged in this social play activity.

And then take a moment to FEEL the energy in your body.

## 5) Push the Energy

Next use your imagination to push your energy and awareness to the “other person / other people” in the scene.

## 6) Imagine them Engaged

See and FEEL the other person fully engaged in the scene with you. Try to see it and feel it from their perspective.

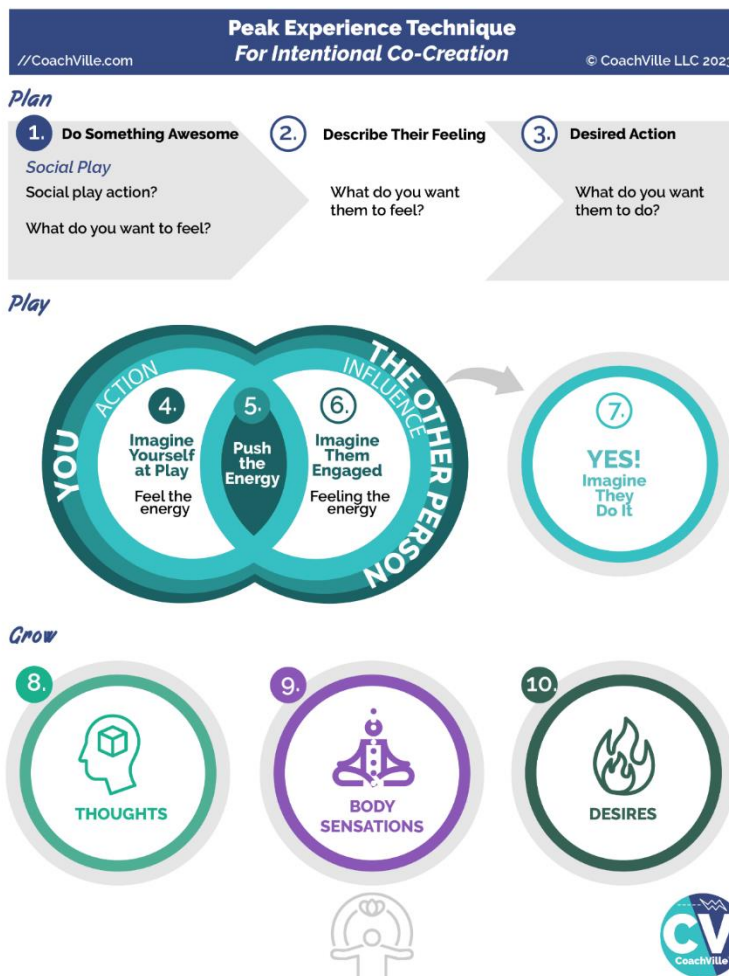
## 7) YES! Imagine they do it.

Whatever you intend for the other person to do as a result of these scene, see it playing out perfectly; just as you desire. See it as a peak experience where you really enjoy the feeling of it all.

## 8) Thoughts

Now step back and use judgment-free awareness to notice the thoughts that were in your mind as you imagined the scene playing out.

## 9) Body Sensation





Next do a body scan and notice any physical sensations that you are / were feeling when you imagined the scene.

## 10) Desires

Finally, notice any desires – also known as Heart’s Desires – that you felt as you were in this peak experience in your imagination.

DONE!

Now you have imagined and embodied that moment of the peak experience.

It will be much easier for the moment to play out in the social world.

AWESOME!

## *03-06) Transformation Coaching lives in “The Gap”*

Transformation Coaching is when you intentionally grow into the next version of YOU by playing your Dream. Playing well - or playing better - is when you are able to create the desired results and experiences from a playful action more often than you could before you started coaching.



It often starts with a vision of yourself playing something new or something in a new way. It is your vision of having new experiences where you play well and co-create the results you desire.

This creates a Gap. The Gap is the space between how you play now and your vision of possibility for how you want to play; getting the desired results or your Dream more often.

The way you play better is by imagining, practicing and expressing your Human Nature Superpowers more fully and more freely. Become SUPER YOU!

Another way of seeing this is expanding your visibility, influence, inspiration and discovery (Social Play) while having fun and 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 play better. Growth lives in the gap. Coaching lives in the Gap! Becoming awesome at what you do for your Dream... lives in the gap.

## 03-07) Human Nature Superpower= The Drive to BE FREE

The purpose of the lightning bolt wake up call was to set you free in some part of your life. The key is to see the inner Drive to BE Free as part of your Human Nature.

The keywords from our Human Nature Superpower

- Choose your adventure (every day)
- Self-trust = I trust my inner knowing
- Self-determination = I can choose to do it; I don't need permission.

**Drive to BE free**  
Self-determination  
Self-trust



### BIG Picture

My purpose with these segments on our Human Nature superpowers is to share observations and questions to help you access and activate these powers within YOU. Playing for your Dream with your coach will take care of the rest.

My experience is that these abilities are both strong within us AND often thwarted and ignored by the way we live in our Hierarchical Control Culture.

Let's go a little deeper into the The Drive to BE Free.

One thing to notice on the model is how the "To Dream" superpower is the hub of our power. Everything supports our ability to play our dreams NOW. While the Superpower "To Dream" is about your choice of focus for a period of your life, the ability to "Choose Your Adventure" is about what you are going to do today.

I always loved the saying: Life is a choose your own adventure game. And every day is a new adventure. That's what we are going for with this Superpower.

### FREEDOM

I have coached so many people. When we really got to the core of what they desired in life, it was either more freedom or love.... And most often... both!

When we talk about freedom there are so many ideas that come to mind:



Creative freedom

Lifestyle freedom

Emotional freedom

Financial freedom

To name just a few.

We all desire freedom. But can we live it?

### **Choose Your Adventure**

Tune into this key phrase: Choose your adventure every day. This is the most natural way for us to live. Yet we have organized our human culture to fill our days with obligations. This is very interesting.

In the Industrial Control Culture, most of us have most of our days obligated in a way that is not fully our choice; in other words, under the control of another person; the ‘boss’ for example.

So, any time you can choose to play for your Dream as an adventure for at least some part of your day, you are exercising your Drive to BE Free Superpower.

Adventure is our word for moving out into “the world of people” for the day to do something or experience something new; and now with our technology we can move into “the world” without leaving our homes. The way we live today, our days can have several different activities that we weave together and call it an adventure.

What we are “playing for”, so to speak, is what we call a Peak Experience. This is where our abilities rise up to a moment of challenge or opportunity and something awesome happens!

On the other hand, there is definitely a “thing’ we all need to do which is to find the balance between routine, doing something the same way every time, and adventure, when something new happens.

### **Balance Adventure with Companions (The Love to BEFRIEND)**

While we are playing our Dream we will have many adventures and one or more companions.

When we look at Be Free and Befriend we see two essential powers:

Be Free: Choose Your Adventure

Befriend: Choose Your Companions.

“Companions” is our word for the people who are closest to us. You may have one or more companions who are with you for many adventures over a long period of time. You may have a companion who is with you for a short period of time; even just one day.

Every meaningful dream in our lives has adventures and companions. And it is a major development in our wisdom as individuals to find our balance and integration of these two powers.

When do I do what I want to do?

When do I do what my companion wants to do?

How do we co-create what WE want to do.

Sometimes with a friend (or friends) we choose an adventure together collectively.

Sometimes we choose an adventure as an individual and then meet people who become friends along the way.

BOTH are awesome.

Notice how much of your life’s most meaningful moments have involved adventure and companions.

## **Self-Trust**

Tune into self-trust. This is so vital to living a meaningful and joyful life!

How many times do you face a situation where you notice an inner knowing about what you desire to do or say?

And then how free do you feel to follow your own inner knowing?

I often notice when something goes really wrong that prior to the disaster I KNEW I should do something... that would have had me avoid the trouble.

DANG IT! Why didn’t I listen to my SELF?

Does this ever happen to you?

What has happened to us that we find it so difficult to trust ourselves?

Self-Trust is when you choose how to respond to what is happening around you.

There are two scenarios:

In the moment – in social situations – you trust yourself to respond powerfully or authentically.

In a life path choice where you have time to consider – you trust yourself to choose the best path for you and your Dream.

### **Choosing in a life path situation – we have 3 sources**

Gut – heart - brain

- Gut knowing
- Heart (Emotional) knowing
- Logical thinking

Each of us has the ability to find our own balance of three sources of choosing. All three have value.

### **Self-Determination**

Next consider Self-Determination. This is the ability and freedom to choose what you are going to do, in any given moment - or how you will respond to a situation – and then follow through with the action. It is strongly related to self-trust.

Notice how often you are able to determine for yourself what to do and how often your actions or responses are determined by someone else; someone who is “in control” of a situation that you are a part of.

It is interesting how we have organized our culture so that much of our time and energy is obligated to do things or be places; and do them a certain way.

It has become “natural” to fill our calendars.

Just to illuminate the obvious: I will refer often to our culture as authoritarian and /or hierarchical control. This goes against our Human Nature and especially the Drive to BE Free! There are many dire consequences to this situation that we will explore in the “Treasure Map of Problems”.

There are certainly degrees of freedom. If you are in a job or business where some of the time you are choosing what to do as a co-creation between you and your employer, and some of the time you are doing what the boss tells you to do, this is considered a high degree of self-determination in the Industrial Culture.

### **Control = the Industrial Culture counterpoint to the Drive to Be Free**

Control is so ingrained in our culture that I will often refer to it as the Industrial Control Culture. A point that we will explore later in this playbook is the idea that MOST of our personal problems, including whatever led to your “wake up call”, are often caused by the experience of being put under control.

As I mentioned earlier, the idea of Personal Transformation Coaching is, rather than try to fix the problems that were caused by control, instead we coach for you to reclaim your Drive to Be Free.

We will explore this further in Chapter 8.

### ***03-08) Human Nature Superpower = The Love to BEFRIEND***

Another purpose of the lightning bolt wake up call was to get you out of isolation and into connection and co-creation with people you care about. The key is to see the inner Love to BEFriend as part of your Human Nature.

The keywords from our Human Nature Superpower:

- Choose your companions.
- Co-create = Two or more people creating together
- Care (give and receive) = We attend to each other's well-being

**Love to BEfriend**  
Care (give & receive)  
Co-create



#### **The Power of Love!**

Let's start with the power of LOVE! Too big and too amazing to describe in a few sentences. Let's just say that we are awesome at LOVE! The main idea here is to see this as a Superpower that you can use for your Dream.

The notion of The Love to Befriend includes all the ways two people or a small group of people can join together for companionship, mutual care and co-creation. There are so many possibilities.

#### **Choose Your Companions**

We are super-oriented around our companions. I know for me that when I think back on periods of my life there are two main characteristics: What was I doing (what was my Dream) and WHO were my companions at that time.

You can choose your companions for: a day, a project, a trip, a business, a team, a period of time, a purpose and romance. We can join groups with a shared purpose and become companions with selected members of the group.

Often it is the magic of our companions that will determine how we remember our experiences.

Also, there is the important knowledge that we will BECOME like the people we spend time with. I would tweak that to say we will become like the people we Dream with and Adventure with; with the idea that any day can be an adventure.

*The key here is to see that your ability to choose WHO you are dreaming with and adventuring with is a superpower!*

YOU can choose to use it. You can see yourself as an amazing person to adventure with so that others WANT to be your companion.

## **Strangers**

The way we live in the Industrial Culture we often find ourselves in very large groups. For example, as part of companies or communities of shared geography or purpose. While we are around a lot of different people – now both in person and online – we are only drawn to a few. How and why, we are drawn to some people and not to others is one of the mysteries of life.

You know that feeling when you are talking with someone who is a stranger to you. And something clicks and you feel an energy flow between you.

Other times you are “thrown in” with someone in a company or group activity, like a sports team, and over time you develop a close bond with someone.

All of these make for great companion choices.

Another big idea is that sometimes we choose our companions. And sometimes our companions choose us. Both are good.

## **Co-Create**

Co-creating with another person, or a small group, is one of the most energizing activities in life. This can be doing an activity together which is a cocreated experience. Or, we can co-create a thing. WOW! We made that together.

When you take a step back and think about your life... it is mostly co-creating experiences with other people. We do it so naturally that we don't even notice it as a superpower. Now imagine if you used this superpower intentionally. WHOA!

Co-creating is a way to contribute our unique value to a shared purpose with people we enjoy. Co-creating is also a way to experience and appreciate the unique value of others. When we experience someone doing something we admire it can spark our desire to learn how to do it. This will lead us to choosing practice which is part of our Urge To Become Superpower.

Another big aspect of co-creating is learning from others which is SUPER FUN.



## **Care (give and receive)**

Caring is another incredible Human Nature Superpower. We are awesome at caring for others. Collective Care is the way we are meant to live together. We are not meant to “be on our own, or “fend for ourselves”... or even “be solely responsible for ourselves and our families”.

One of the most important transformations needed in the world today is to find a more wholesome balance between personal responsibility and collective care.

We can express our Care in so many different ways. Expressing care feels good! Especially when offered with freedom and purpose and without attachment; so that it is not transactional. This is a clue as to why it is a Superpower of Human Nature.

Examples: a thoughtful word, just listening, being aware of something needed and providing it, doing something for someone to reduce their burden, just spending time with someone without a specific purpose.

Receiving care feels good too. Receiving care honors the giver. Unfortunately, due to Industrial Control diminishing our self-worth, we are often not so good at receiving care because we feel that we are not worthy. Also, we got a lot of messages about how we need to be self-sufficient and be able to do things on our own. We will uplevel this ability in this program. This creates a “clunk” in our Human Experience when we are more fluid givers than receivers. It creates a balance problem.

Another challenge we have in our culture today is the toxic media going after your attention with 24/7 trauma stories. They know that we all have the Superpower to Care so they use that against us to suck us in to care about the trauma story they want us to pay attention to.

We all need to develop the wisdom to choose when to use our care Superpower and when to disengage it.

## **What to do next**

The big point of this section is to notice that we have these incredible superpower abilities within us. We take them for granted because they are Human Nature. By calling attention to them we can start to use them with intentionality and wisdom specifically for our Dreams.

During our adventure together, look for ways to revive and practice these awesome Superpowers within your Human Nature!

You were born for this!

## **Dominate = the Industrial Culture counterpoint to the Love to Befriend**

Domination is also ingrained in our culture. Domination is a structure of relationship where one person exerts control over another person physically, financially or



emotionally. There is so much domination in our culture that it has become normal and we hardly notice it. Whenever there is a hierarchical relationship between people, there is some level of domination going on.

Many of the “wake up call” problems that we experience in life are caused by the normalization of hierarchical domination.

I believe the purpose of these wake up calls for many of us is to reclaim our natural born ability for egalitarian relationships of co-creation and care! Together we can do this.

A lot of personal transformation coaching is to transform our existing relationships toward our natural egalitarian state AND to forge new relationships where we start fresh with a joyful egalitarian approach.

Often there is a growth opportunity to notice BOTH how we allow ourselves to be manipulated AND how we often manipulate others often without realizing it.

Personal Transformation Coaching makes growth fun!

We will explore this further in Chapter 8.

### ***03-09) Encouragement to use the Transformation Coaching Play Sheet***

Encouragement to use the Play Plan Playsheet for the week ahead...

You are going to do hundreds of actions or tasks in a given week. And if you are like most folks engaged in the Industrial World, it is easy to get lost in lists of tasks and problems.

Probably only a few of your actions during the week will be on the growth edge of social play. So it is important to have a special way to:

- A) Keep your Social Play intentions in front of you
- B) Keep your notes as things happen (and don't happen)

That is the purpose of the Social Play Sheet called: The “*Transformation Coaching Play Plan*.”

**A mini version of the Social Playsheet is on the right.**

Write a short version of your Dream on the top.

Write the transformation you are playing for this week.











Write an YOUNique qualities of you that you want to emphasize in your Social Play.

Then use this sheet to write down a few Social Play actions you want to focus on during the week.

Then keep a few notes as you play them or don't play them (for some reason) in the right column of the page.

Make a special note on the bottom for anything you want to remember to celebrate with your coach. AND any growth moments that you noticed. (This will get easier as you play more often)

This will help you remember the key moments that you want to explore with your coach. Otherwise, it is easy for them to fly by and you forget them by the time your coaching session happens. I know because it happens to me all the time!!!

Transformation Coaching Play Plan # _____		Date: _____
Your BIG Dream: _____		Your Transformation: FROM: _____ TO: _____
Your Superpowers: _____		
<b>ACTIONS with the Spirit of Play</b>		Challenges / Superpowers / Results:
Relate for <b>INFLUENCE</b> > Risk Rejection		
		
Create for <b>INSPIRATION</b> > Risk Disappointment		
		
Explore for <b>VISIBILITY</b> > Risk Trouble		
		
Experiment for <b>DISCOVERY</b> > Risk Mistakes		
		
Celebrations:	Growth:	
		

## **Session #04 – Play Better**

(The Role Play Technique)

### **AUDIO PREP**

[Listen to the prep audio for Session #04](#)

### **BONUS AUDIO**

[Listen to an audio of Coaching Session #04 with Coach Dave and Player Mary.](#)

## 04-01) Prepare for Session #04 – Play Better

### 1) WARM UP and Dream Sharing

Just like we did in the last session. Every time you speak your dream out loud with your coach it gains energy.

### 2) CELEBRATE

Your coach will ask you to share a celebration from playing for your Dream. Sharing celebrations builds trust... vital to Transformation Coach. KNOWING that your coach is going to ask you this every session, helps get your awareness re-oriented toward celebration and gratitude.

You can celebrate ANYTHING that has meaning for you.

### 3) GROW (From Play)

Now that you have had the clarity to bring social play into your days for a week, it's time to explore what you experienced. This is a mindset shift that will take a little practice.

**Insights** – something new that you experienced. Something you noticed about your Self, your Dream or a situation.

### Actions and Results – Social Play

**Challenges** – What got in the way of the action or the result? What is the growth opportunity?

The key is to be playful in how you talk about these experiences and LOOK for the challenges and enjoy them as growth opportunities. Embrace the power of co-creative conversation to expand your possibilities!



Transformation Coaching Session #4 Notes			Date:
1. WARM-UP and Dream sharing:			
2. CELEBRATE		3. GROW (from Play)	
3. PLAY BETTER			
Relate		CHALLENGES	for INFLUENCE
Create			for INSPIRATION
Explore			for VISIBILITY
4. (Practice) PLAN: Choose a conversation to Role Play:			
5. PRACTICE (Role Play)		AH-HA MOMENTS	
Desires:		What did you learn about yourself and your superpowers?	
6. GROW (from Practice)		What did you learn about playing for your dream?	
7. PLAY PLAN: What is your transformation for this week? What social actions?			
FROM:			
TO:			

#### **4) Practice PLAN**

You and your coach will then choose a Relate for Influence activity or situation to practice using the Role Play Technique.

#### **5) PRACTICE**

**Here is a quick summary of the core concepts...**

Embracing challenges is an essential quality of the growth mindset... essential for Transformation Coaching. Before the session reflect back on your experiences of social play. Notice when things went as you hoped... or didn't go as you hoped. BOTH are useful.

HINT: this is a good reason to use your Play Plan Playsheet for notes during your play in the world!

Come prepared with an idea for a conversation to role play; OR a few to choose from.

In this session you will immerse yourself in playful practice. You will be amazed at what you discover.

#### **6) GROW (from practice)**

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.



- What did you learn about yourself?
- What did you learn about your Dream?

#### **7) PLAY PLAN**

You and your coach will hone in on a two things at the end of each session.

A) Set your intention for Transformation for the week. A way you intend to expand or express something new or become the next version of YOU

FROM: A (a word or phrase)

TO: B (a word or phrase)

Look at what you explored in the session. Think about your situation. Add in what you plan to do. And sum it up in a phrase from A to B.

B) Share a few social actions that will include or engage others as you play for your Dream this week.

You have done this a few times now. It is OK to play for the same transformation for a few weeks.

**Co-Creator:** This is an approach where you can bring out the best of yourself and others; to express both your Drive to BE Free AND your Love to Befriend at the same time.

When your coach asks you about this the key is to release the Industrial Culture need to be perfect and be in control.

Pivotal Moments... keep looking; Challenges... start seeking!

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 to find more clues on the treasure map.



We will play with the Pivotal Moment Coaching Technique in Session #4.

Have an awesome session with your Coach!

## **04-02) Transformation From Task Oriented to Growth Oriented**

Transformation

**From:** Task Oriented

**TO:** Growth Oriented



Whew! This is such a big one for all of us because we were all sooooo indoctrinated into task orientation in school and most jobs. The big idea of task orientation is that you learn how to do something the right way. Then you just keep doing that task that way... for the rest of your life! You are part of the machine.

Task orientation is good for activities that do not include other people. As soon as other people are involved it becomes social play.

With social play, growth orientation is way better.

Growth orientation means that in each social play activity you aim to co-create an experience with another person. With each experience you have the potential to be influential or inspiring or become visible; or to discover something new. It may not turn out that way but it has the potential to.

Growth is when you get better at doing a social play activity.

You get better by trying something new and then practicing it a bunch of times. With each practice you have the opportunity to discover something about yourself or about that type of situation.

This transformation will radically change how you view yourself in social situations.

With task orientation, the other person is part of a transaction and if something goes wrong that means you did it wrong.

But with growth orientation, if things don't turn out the way you hoped, then you can get energized by seeing it as a challenge! You can see it as an opportunity to express yourself in a different way or try something that is more creative.

When you play with growth orientation then every new adventure can add to your capabilities and wisdom.

FUN!

### *04-03) Embrace challenges as opportunities to Play Better!*

In this session your coach is going to explore with you the challenges that you are experiencing and noticing while you play.

This can seem uncomfortable... because in the Industrial Culture having a Challenge meant you were doing it WRONG; whatever IT was.

When you are a player in a Coaching Culture, playing with activities that you can't control but you CAN influence, every challenge points the way to a new growth opportunity... an opportunity to Play Better.



In this exploration, YOU can really enhance the experience by being eager to notice these opportunities rather than resisting them.

**THIS WILL BE A MAJOR TRANSFORMATION FOR MOST PEOPLE!**

As soon as you shift from “something is wrong with me; and I don't want to hear it” to “I am a player who loves to grow”... this is when Transformation Coaching really takes off!

This leads us to the fun challenge of relating for influence which we practice with the Role Play Technique.

## 04-04) 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.

### Step #1) Define the situation

What is the conversation you want to practice?

What is your intended result or feeling?

### Step #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.

### Step #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

### Step #5) Time Out

Your coach will call time out - Or YOU can call time out – to step out of the situation.

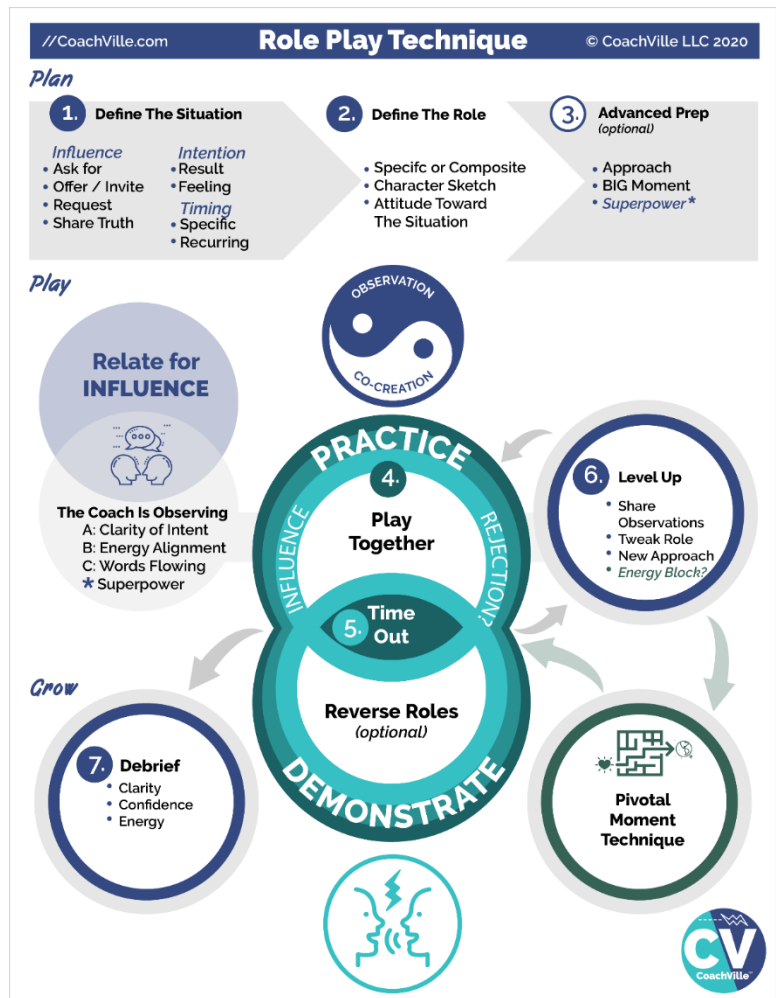
### Step #6) Level up

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.

### Step #4) Play Again

You and your coach may practice the conversation a few different times.





## Step #7) Debrief

You and your coach will reflect on the practice to look for growth and growth opportunities.

### 04-05) The Power of *ACTIVE* conversation

This may be one of the most important distinctions in the Transformation Coach.



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

**Let's say there are five kinds of talking and 4 that apply to Transformation Coaching Sessions:**

- 1) **Passive conversation** – this is talking about “whatever” to experience belonging; also known as “chatting”; this is a lot of Human conversation. It is very important for relating but not strong enough for Transformation 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 not quite strong enough for great Transformation Coaching.
- 3) **Reflective conversation** – this is talking about events from different perspectives with the specific purpose to gain awareness. This is the essence of the Co-create Awareness Technique. It co-creates cooperation, belonging AND growth. This is a staple of Transformation Coaching Conversations.
- 4) **ProActive co-creation** - this is talking about how to do something; how to do something better or how to approach it in a new way; a plan or a sequence or a strategy; brainstorming. It builds deeper belonging and starts a shared experience because now you are in it together. This is essential to a great Transformation Coaching Conversation.
- 5) **ACTIVE conversation (AKA Guided Practice)** – 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 confidence, and rapid growth. When we play together, we grow together. This is how coaching works.

A lot of Personal Coaching is mostly type #2 and #3 with a little spritz of #4. This is pretty subdued Coaching. When you have a lot of reporting and reflective conversation and then

jump into a quick pro-active co-creation (planning) at the end, it will generally be quite tepid; planning to do more of the same.

With a CoachVille Coach you will experience ACTIVE conversation and guided practice! You will experience a hearty mix of types #3, #4 AND #5 in most coaching sessions. This will be growth oriented and often transformational. When you have a healthy dose of ACTIVE conversation, the ProActive co-creation part will be full of imagination, energy, and bold moves.

## ACTIVE conversation changes everything; figuratively AND literally.

You are going to love it. **But it might freak you out at first.** (Actually, it's more likely than a might. LOL)

Let's play!

### *04-06) 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 Culture 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 Culture environments where feedback meant that you screwed up, most adults have learned to avoid feedback. To become awesome at Social Play in the Connected Coaching Culture you must become fluid with feedback experiences. Keep growing.
- For people who have the desire to play better, feedback is the "Breakfast of Champions!"



## 04-07) Practice “Relating for Influence” with Role Play

The more you study the Dreams of life, like personal growth, business, leadership, career or romance, the more you realize that relating (communication with the intention to connect) is the primary activity. Playing for a dream is mostly about talking with 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!!!

## A few thoughts about Pivotal Conversations

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 an 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 Transformation Coaching.

Yes, Transformation 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.

## 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 often 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 8 of this playbook.

To spark your imagination and vocabulary, here are a few examples of language for Relate for Influence Superpowers:

- Emotional Balance
- Support Shared Interests
- Attentive Focus
- Espouse Ideas
- Adaptable Magnetism
- Debate Opinions
- Approach with Sensitivity
- Take Charge Naturally
- Inventive Thinking
- Innocent Trust
- Play with Tenacity
- Natural Influence
- Resolve Crisis
- Dynamic Activist
- Breakthrough Perceptions
- Wise Rebel
- Initiate Experience
- Ambition to Advance
- Tell Meaningful Stories
- Joyous Vitality
- Penetrate Barriers

## 04-08) Human Nature Superpower – The Urge to BECOME

### The Urge to BECOME

- Choose your playful practice; anything you want to “get good at doing”
- Self-expression = I can do it in my unique way
- Spirit of play = Curious, Creative, Resourceful, Resilient



As a Life Coach for 25 years, before I started calling it Transformation Coaching, self-expression comes right after freedom and love for what most people wanted coaching for. Our self-expression is so vital to how we experience life.

### The BIG Picture of Becoming

Let's continue our exploration of our Superpowers of Human Nature.

Remember, the important idea is that these abilities are so natural to us that we don't think of them as Superpowers. At the same time, they are so thwarted and distorted by the toxic Industrial Culture that we hardly recognize them within ourselves.

With Transformation Coaching we can reclaim them, practice them, and use them for good in the world as we play our dreams!

In Chapter 4 we will look at the second row of Superpowers on the model: the Urge to Become and the Need to Belong.

The Urge to Become relies upon our Drive to BE Free.

These two superpowers move us further out into the community and the way we contribute our YOUUnique value to the groups we are in.

### Choosing your practice

We love doing activities that we can practice and get good at doing. When an activity gets your attention you can spend hours, months, years, even a lifetime, playing with it to get better and better.



This superpower connects strongly with the Need to Belong because often our desire to practice something includes a vision of how we can do it to increase our value to the people around us.

This is such a big part of what we do every day! My point here is to see it as a superpower and use it for your Dream.

What does your Dream need you to get good at doing?

How can you practice this?

This Superpower is deeply connected to coaching because coaching is Guided Practice.

Think about all of the activities that you can do pretty well! Everyone required time to practice.

This is why so many of us humans are drawn to athletics and performing arts as both players and observers. We love practicing activities that we can then perform for admiration by others in our group. And we love to observe people who are playing something at a high level. Here is another connection to the Need to Belong Superpower! We REALLY love observing athletics and performance arts with groups of our peers. It is a powerful bonding experience.

Practice... and then performing for others... is such a pure human thing that brings joy to our lives.

Now the BIG idea for Transformation Coaching is to take this same energy and bring it to more activities of life... especially anything that we can engage with as social play!

Let's practice and gain confidence and then co-create all kinds of social experiences together using our Super Skills of Human Connection!

This leads nicely into self-expression.

## **Self-Expression**

Have you ever wondered why some people are drawn to certain activities and not to others? I have!! The amazing thing is that sometimes you can see a connection to The Love to Befriend; when you are drawn to an activity because someone you care about is doing it.

Meanwhile, there are plenty of times where there is no explanation at all! It is a total mystery, and the only explanation is that there was something about it that was waiting inside of you. A personal example for me:

A) I love singing. No surprise there! Both of my parents are accomplished musicians and were singing around the house all the time! All my sisters are amazing singers as well.

B) I fell madly in love with soccer from the first moment I saw it, even though I was not especially close to any of the other kids in the game I was watching. I just wanted to play.



It is a total mystery to me why a passion for a game took me all around the world as a player and coach.

Self-Expression is vital to our experience of joy!

Self-expression is what we yearn for in our ability to contribute to others in a meaningful way. We yearn to be valued for the activities that feel like self-expression for us.

## **Spirit of Play**

I believe that the Spirit of Play in our Human Nature is one of the most deeply untapped resources on Earth today!

When we are playful, we are capable of so much awesome social connection!

When we are at play, we are more: curious, creative, caring, co-creative, resourceful, resilient, joyful, engaged and FUN!

One thing you notice about little humans is that as soon as they can move around, they start playing!

Play is how we become the next version of ourselves. And the next version and the version after that. As long as we keep playing, we keep becoming!

Often our play begins by trying to do what you saw someone else do, and then taking it into a new direction of self-expression. This is another example of how becoming and belonging play together.

As I have described a few times in encouraging social play, play is when you do something, and you don't know how it is going to turn out. You may have an intention, but you don't know how far your current skills and imagination will take you at this moment. But you play, to have the experience and to find out what you can do and what you can't do... YET.

The spirit of play is deeply connected to the Love to Befriend because playing together to co-create experiences is a big part of what makes a joyful day.

We can play in the activities of life that are MOST important to us.

This will not be news, but in the toxic Industrial Culture, play is highly controlled and even shamed in many situations; especially school and work, two places where we spend a lot of time. Play is often seen as frivolous and not of any lasting value.

The Industrial Culture asserts that if an activity is important then we work, if it is frivolous then we play.

I encourage you to do exactly the opposite!

If something is trivial, then sure, make it routine and treat it like work.



If something is meaningful, then bring your Urge to Become Superpower to it: practice, make it a self-expression and approach it with the spirit of play!

As a quick “commercial break”, this is what our Play Life Coaching program is all about! Please add this to your plan for the future.

### **Command = the Industrial Culture counterpoint to the Urge to Become**

Receiving commands is also ingrained in our culture. It seems there is always someone in authority telling us what to do. Either because they have hierarchical authority over us, financial authority over us, or because we feel that we need to trust someone with more expertise about what to do in a situation.

Yes, we can all greatly value learning things from others, but the question is, are they positioned as our equal? Or are they positioned as greater than us.

I believe that being under the command of another person, rather than choosing our own playful path is the cause of many of the personal problems that we face.

We will explore this further in Chapter 9.

## ***04-09) Human Nature Superpower = The Need to BELONG***

The Need to Belong relies on our Love to Befriend.

### **The Need to BELong**

- Choose your environments / cultures
- Social-Value = your contributions to others are appreciated.
- Social Safety Instinct = avoid disrupting your status in the group.



The Need to Belong is another part of our Human Nature that is so deep and automatic that at first it is hard to think of it as a Superpower that we can use intentionally.

So much of our body and brain is dedicated to belonging and our status and safety within the group of people that we are with at any moment.

We are ALWAYS adapting to the people around us to create or maintain belonging, even if we are not aware that we are doing it.

For example, if you spend time around a new group of people who use certain words or phrases that you have never used before, within a very short time they will be part of your regular speech patterns.

Another common example is how we pick up on and adapt to the energy of a group when we are with them for a period of time, like at a multi-day event or seminar.

Using your Superpowers of belonging intentionally to play your dream opens up some powerful possibilities.

### **Choose your environments (PLUS Culture Creation)**

The Need to Belong is so powerfully “wired” into our being, and our ability to adapt to culture and create culture is so natural to us, we often don’t even notice it. It is like the African Proverb: “The fish sees water last”. (This is the source idea of the Need to Belong icon)

Our environments include people, places, things and ideas. All of these things together have a unique energy that either supports or resists our ability to Play our Dream.

Here is the BIG, BIG, BIG idea: since you are going to adapt to people when you spend time with them, it is wise to spend time with people who have energy, attitudes, and abilities that you want to develop.

This is the force at play in any group that is successful at anything for a sustainable period. It is the culture that sustains the success because it attracts people who want to be a part of it and repels folks who don’t resonate with it.

The other really profound aspect of this superpower is our ability to create culture; our ability to proactively provide belonging to others. Yes, we need it. AND we can also provide it. At CoachVille we call this “Profound Belonging.”

We use this superpower to great effect with the folks who join our CoachVille Community. If you are participating in the CoachVille Membership and App you have probably noticed this already. There is a vibe to every culture that you adapt to when you spend time there.

That’s the good news.

The possibly bad news is that when we are young, we do not have much choice about the environments (AKA communities and cultures) that we are in; and we absorb the energy anyway. As a result, we ALL have a lot of “stuff” in us that we didn’t choose in the form of mindsets, beliefs, habits, language patterns and more. We will get to the beliefs part specifically when we explore the Ability to Believe Superpower.

A big part of transformation coaching is to use whatever freedom you can muster to choose the environments that are best for your Dream. Usually, any time you choose a new Dream, it will require that you change your environment in some way; sometimes small changes and sometimes BIG changes are required.

Another aspect of choosing our environments is that we do have some ability to influence the environments that we are in. Depending on the situation, we can use our energy to influence the people around us to upgrade the environment in some way.

It is this Superpower that gives us the belief that we can upgrade the Human Culture away from Authoritarian Control and toward Egalitarian Co-creation, one player at a time! You are the next ripple of good moving out into the world.

## **Social Value**

One of the most profound forces within our being is the deep desire to be of value to the people around us. And ultimately, we yearn to be valued for our unique self-expression and contribution. We yearn to be seen and known and appreciated.

This is ultimately what our Dreams are all about. So, this is ultimately what Transformation Coaching is all about: find or create an environment that values you for who you really are and what you are capable of contributing.

This is where it gets tricky because most groups value some abilities more than others.

Sometimes we need to move, either physically or virtually, to find a group that values who we are.

At the same time, we are all capable of so many different forms of self-expression. We can use our Urge to Become Superpower to become capable of something that will be valued within the group that we are in.

It is usually a two-way interchange for every new Dream.

## **Social Safety Instinct**

Am I safe within this group?

Am I included in this group?

In other words, do I BELONG here?

Sometimes we are aware of it and sometimes it is running in the background of our inner being. But either way we are always asking and seeking answers to these questions.

Bringing these two superpowers together...

These two superpowers are connected to each other just like the Drive to Be Free and Love to Befriend are connected.

We choose what to practice because the skills will increase our value within a group.

We choose environments because they appreciate the abilities we have.

We also choose environments when they have a culture that enhances what we want to practice. (Think athletic team, advanced education group or performance art academy)

Do you want to adapt to the energy of the group?

Or do you want to use your energy to try to change the energy of the group?

Do you want to use your Urge to Become energy to become capable of something that will be valued by the group?

Or do you want to find a new group that values who you are already?

This interplay requires wisdom; this is something your Transformation Coach can help you plan for yourself.

Another quick commercial here. Our World Power Program is a deep dive into using the Need to Belong Superpower to choose environments where we feel and benefit from profound belonging. Learn how to use World Power rather than willpower to play your Dreams.

### **Compliance = the Industrial Culture counterpoint to the Need to Belong**

In most groups there are shared values, shared beliefs and shared norms that make the group a unique entity. This is neither good nor bad, it just is. The trouble comes when we are forced into compliance, and we have to subjugate our inner knowing or self-expression in order to fit in. This happens often when we are young and don't have the ability to get up and go when we don't feel right within a group.

Often, we become acclimated to compliance - suppressing ourselves to fit in - and don't reclaim our "Need to Belong" ability to choose the environments / cultures that feel good to us.

I believe that suppressing our inner knowing or our self-expression in order to comply within a group is the cause of many of the personal problems that we face.

We will explore this further in Chapter 9.