

PERSONAL TRANSFORMATION COACHING



Player Playbook
by Dave Buck, MCC

CoachVille Center for Coaching Mastery
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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

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.

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

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.

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.

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

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!**

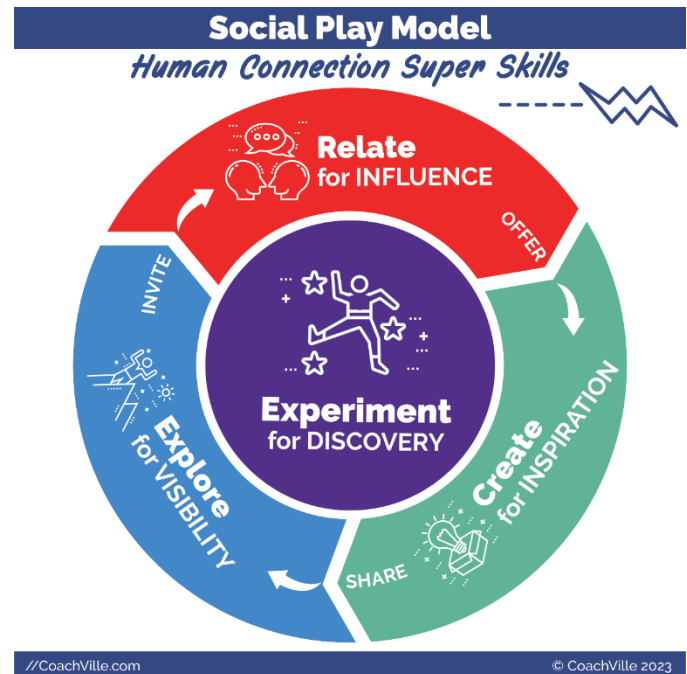
You will experience this fully throughout this coaching engagement and you just might be inspired to take a “coach and play” approach to many of your future pursuits in life! **I HOPE SO!!!**

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.

AWWWWW 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...

Safe Space, Playful Co-Creation and Guided Practice

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

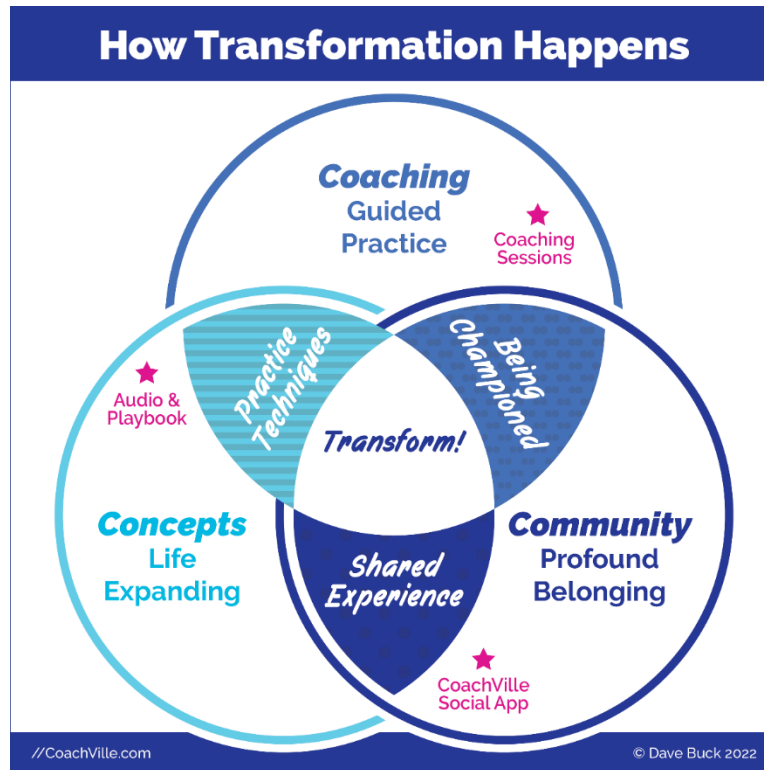
Your coach and I are co-creating “Team Play for Transformation” for YOU and your dream!!

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 Introduction and 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

Co-create Awareness of Social Play

Relate

Create

Explore

for INFLUENCE

for INSPIRATION

for VISIBILITY

Peak Experience Technique

Do:

Feel:

Thoughts:

Do:

Feel:

Thoughts:

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:
ACTIONS with the Spirit of Play Relate for INFLUENCE > Risk Rejection		Challenges / Superpowers / Results:	
			
			
Create for INSPIRATION > Risk Disappointment			
			
Explore for VISIBILITY > Risk Trouble			
			
Experiment for DISCOVERY > 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 is 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>Drive to be free: Self-determination & self-trust</div><div>Love to befriend: Co-create & care</div><div>Start here A Brief description:</div><div>Urge to become: Self-expression & spirit of play</div><div>Your Dream Self-love & self-worth Ripple Effect: Focus:</div><div>Need to belong: F Self-value & social safety instinct</div><div>Ability to believe: E Self-confidence & 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

Once you activate your Dream, EVERYTHING that happens in your world is part of your Dream... somehow.

2) Treasure Map Mindset

Any experience can provide clues that lead you to your Human Nature Superpowers and Pathways to play your Dream NOW!

3) You are awesome!

You were born awesome. You are a natural at social play; though you may need to dig in a little bit to restore it. And you are capable of becoming the next version of YOU.

4) You are FREE

Playing for your Dream is an act of Egalitarian Freedom! And a subversive act to the Authoritarian Control Culture. Aww Yeah.

5) Free people. FREE PEOPLE!

02-02) Dream Activation Technique

To activate your Dream, you start talking about it with someone who is REALLY engaged with you and ready to adventure with you. This is what Transformation Coaches do! AWWWW yeah.

We are going to talk about your Dream in an unconventional way... mostly focusing on who you want to become and your vision for the next version of YOU.

We do this so that there is no resemblance to a typical goals or objectives conversation which usually quickly devolves into a task list. BLAGH! We are not into that at all.

We start with your vision for the ripple effect you aim to have on your world by playing for this dream. This can resemble accomplishments.



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 safe space, playful co-creation and guided **PRACTICE**
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 playful co-creation and 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!!!

Let's call it AAA Coaching!

Help the client achieve their goals with:

1. **Awareness** - Questions and Empathetic Listening
2. **Action** - Creative Problem Solving
3. **Accountability** - Enthusiastic Task Management

The focus of the coaching session was on Awareness.

Awareness is fun!

Ah-Ha! Now I know what to do to solve my problem.

Ah-Ha! Now I know what to do to achieve my goal.

There were two flavors of coaching for awareness: expert authority and humanistic servant.

Expert Authority: The coach tells their clients how to solve their problems and what tasks to do because they had "cracked the secret code".

Humanistic Servant: The coach talks with clients to help them solve their own problems and come up with their own tasks.

Most coaches were a hybrid of these two styles.

Either way, the focus was solving problems, to get a situation under control, and completing tasks leading to goal achievement. And it was hierarchical. Either the authority coach was above the client, or the servant coach was below the client.

Like I said, it was pretty good. But, it is missing essential elements of what coaching is all about!

Next Generation Coaching

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!

Words Matter

Another important idea here:

Lawyers have clients.

Doctors have patients.

Coaches have players.

Words matter. Words like play, player, and practice are essential for the field of coaching. They set the tone for the experience; they honor its origins and its greater purpose in the Human Family.

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. Safe Space

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.

When people are talking together in deep conversation with purpose, permission, and presence – as happens in a Coaching relationship – they have the opportunity to “get real” about life. We all need a space where we can be seen and heard. Coaches create this space.

On social media, everyone is excited, delighted and living like a rock star. Meanwhile, most of the time we are not that excited, nor delighted and there are very few true rock stars. Coaching is a space where we can put the happy mask down. Which feels great AND allows us the opportunity to reflect and grow.

One “challenge” with this aspect of coaching is that a) Several other professions, such as counselors, therapists and many healers, also feature the safe space and b) many coach education programs teach ONLY this and call it coaching. This combination leads many people to confuse coaching with these other professions.

When you understand that coaching must also include playful co-creation and guided practice then the confusion disappears.

2b. Playful Co-creation

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 coaching conversation 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.

We co-create by sharing intuition, knowledge and personal experiences.

A BIG key to this aspect of coaching is that both the player and the coach must be fully engaged. Both must be fully open, generous, curious and sharing. The type of coaching that comes from “authority” generally lacks the openness and curiosity. The type of coaching that comes from “only asking questions”, lacks the generous sharing of experiences that makes co-creation so powerful.

2c. 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:

- Creating for Inspiration to SHARE
- Exploring for Visibility to INVITE
- Relating for Influence to OFFER
- Experimenting for Discovery

And in business and leadership there is an additional social skill:

- Playing 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.

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 sessionis
- 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 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.

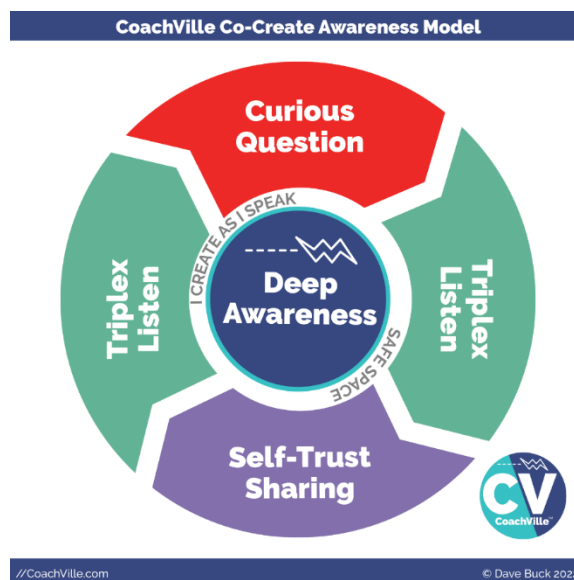
Let's look at the model and start with the white layer in the middle.

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”.

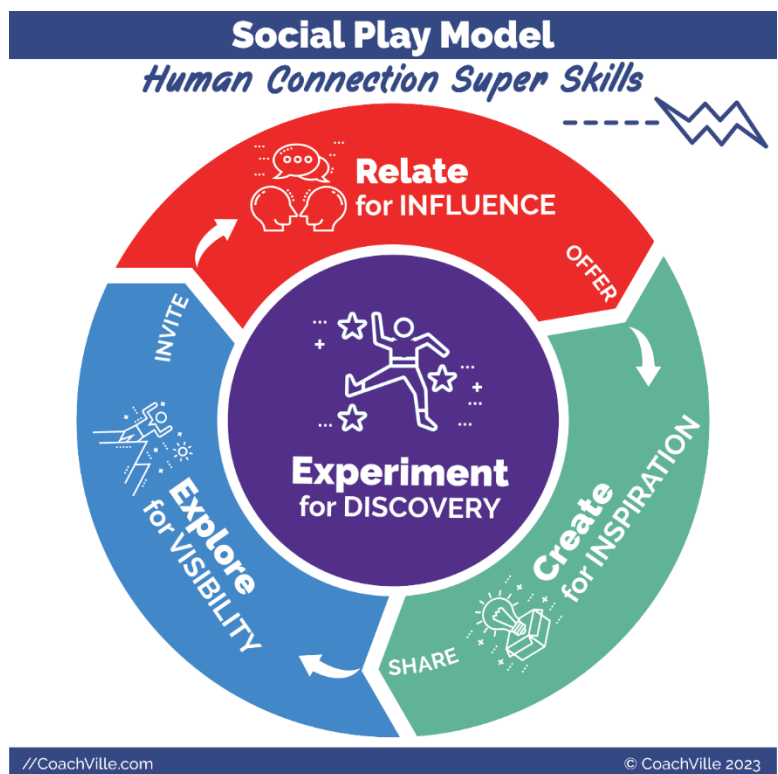
While relating for influence the “yes” that we are typically playing for leads to an offer to do something together. Doing something with one or more persons is a Create for Inspiration experience.

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

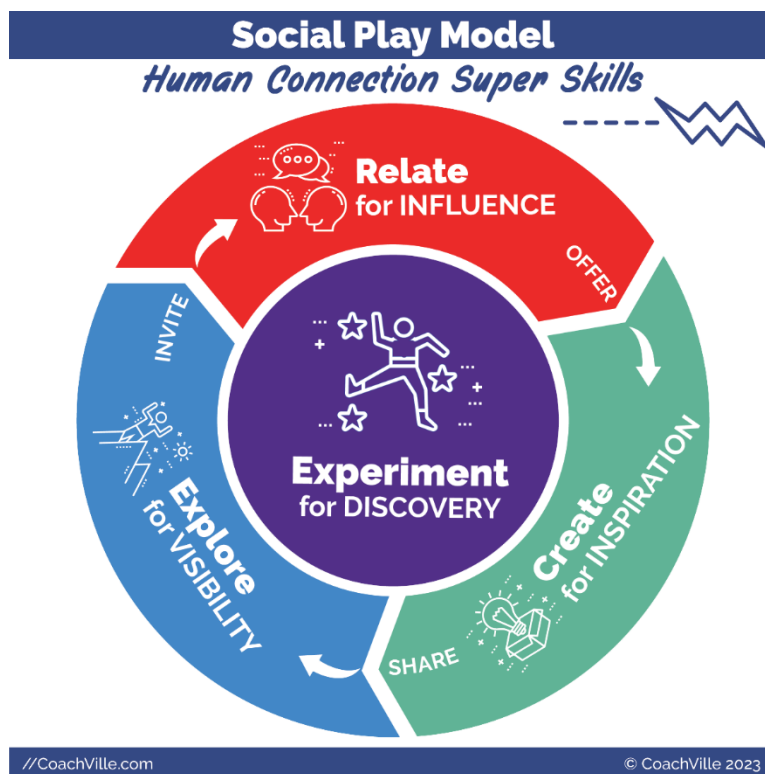
Scene ONE: Relate for Influence leads to an offer.

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.

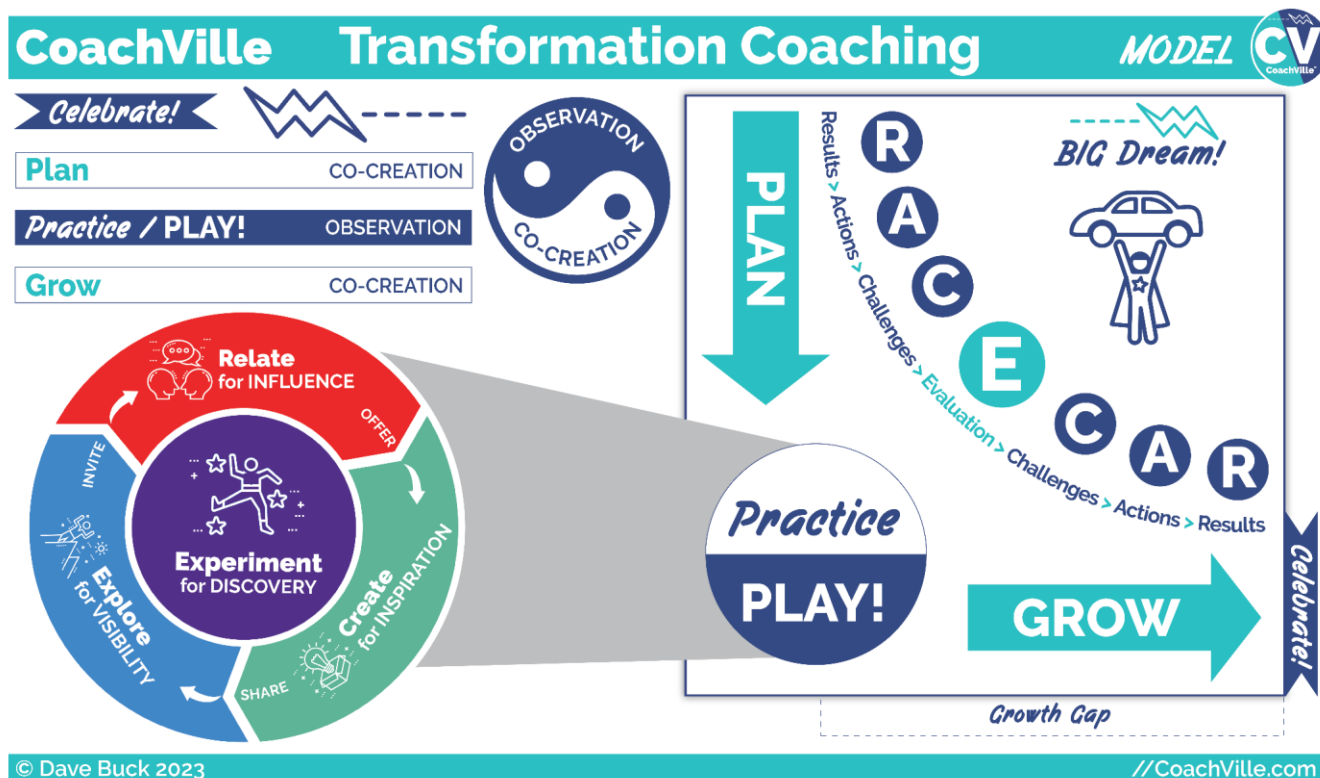
Exploring challenges for growth opportunities is another big part of Transformation Coaching.

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 it is 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 as well.

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.

Your coach will ask you to share about the thoughts and physical sensations that you notice.

5) Push the Energy

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

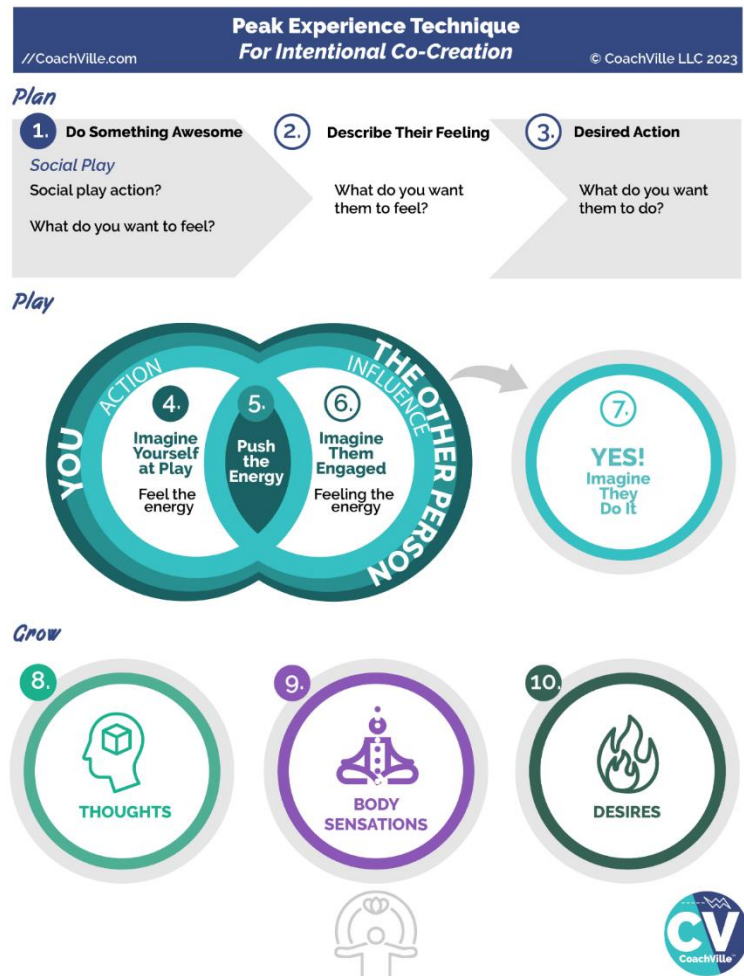
6) Imagine them Engaged

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.

Your coach will ask you again to share about the thoughts and physical sensations that you notice.



Grow

8) Thoughts

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

9) Body Sensation

Next step back and use judgment-free awareness to explore the physical sensations that you noticed during the visualization..

10) Desires

Finally, notice any desires – also known as Heart’s Desires – that you felt or noticed 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: _____		
ACTIONS with the Spirit of Play		Challenges / Superpowers / Results:
Relate for INFLUENCE > Risk Rejection		
		_____
Create for INSPIRATION > Risk Disappointment		
		_____
Explore for VISIBILITY > Risk Trouble		
		_____
Experiment for DISCOVERY > 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:			
6. GROW (from Practice)		What did you learn about yourself and your superpowers?	
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.

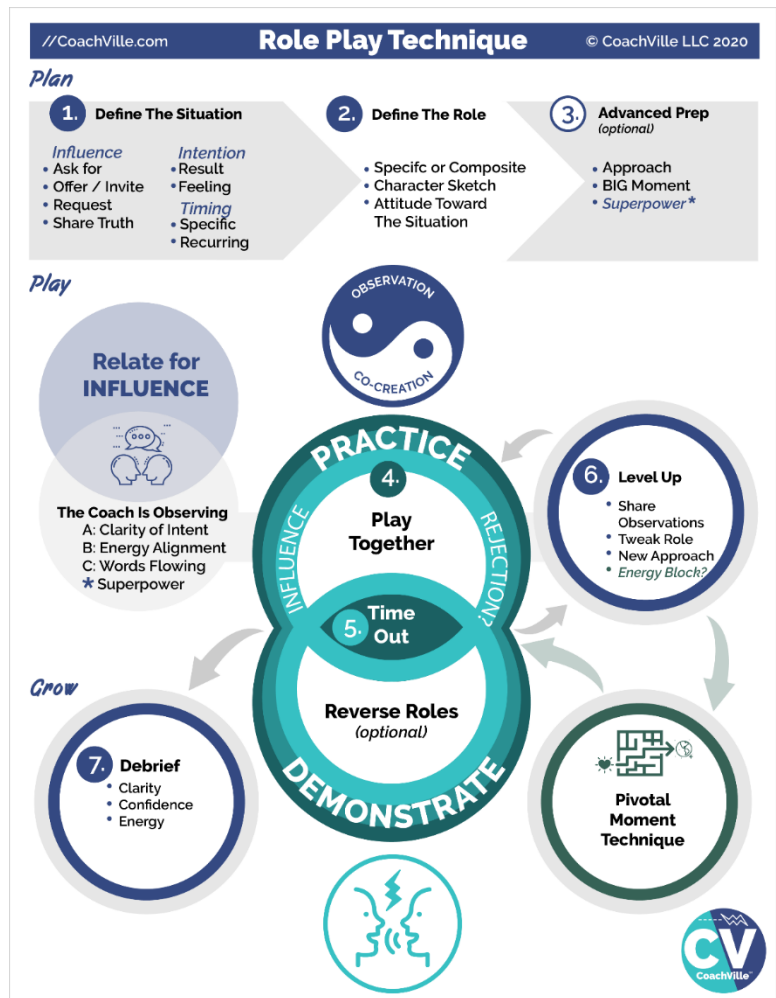
Step #6) Level up

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.

Session #05 - Pivotal Moments

(The Pivotal Moment Technique)

AUDIO PREP

[Listen to the prep audio for Session #05](#)

BONUS AUDIO

[Listen to an audio of Coaching Session #05 with Coach Dave and Player Mary.](#)

05-01) Prepare for Session #05 – Pivotal Moments

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 RE-Activates and 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 Coaching.

3) GROW (From Play)

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. Embrace the power of co-creative conversation to expand your possibilities!

In this co-creative exercise we are looking for moments when you noticed your Superpowers either coming to play or hiding beneath a social fear. This will lead us into our practice technique for this session which is the Pivotal Moment Technique.

4) Practice PLAN

You will practice a Social Play situation where you are experiencing resistance, also known as social fear, using the Pivotal Moment Technique.

5) PRACTICE

The Pivotal Moment



Transformation Coaching Session #5 Notes				Date: _____
1. WARM-UP and Dream sharing:				
2. CELEBRATE 		3. GROW (from Play) 		
3. EXPLORE CHALLENGES CHALLENGES 		SUPERPOWER DISCOVERIES 		4. CHOOSE A PIVOTAL MOMENT
5. PRACTICE 				
5. THOUGHTS 	BODY SENSATIONS 	IT'S NOT SAFE FOR ME TO 	HEART'S DESIRE 	
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: _____				

If you have clarity on the moment you want to explore, just tell your coach what it is. OR you and your coach can choose a moment based on the insights and challenges from the week before.

A Pivotal Moment is typically a moment where you intend to engage in a social play action, BUT experience some doubt, fear or inner resistance. This happens A LOT when we social play for our Dreams... where we don't have control of the outcome.

When you get into the Pivotal Moment technique your coach will ask you to close your eyes. It is much easier to access your imagination this way. When you open your eyes, fill in the key words on the sheet for thoughts, body sensations and "It's not safe for me to". This is also known as the "Body Belief".

Human Nature Superpower Potential

Sometimes when exploring a moment of resistance, it will reveal a superpower or playfulness. You will get a picture of what you were expressing – or trying to express – when some trouble happened. Whatever you were doing will probably reveal one of your Human Nature Superpowers. If it doesn't pop up when you are exploring the moment with your coach, it might pop up later.

Heart's Desire

This is where you put your heart's desire into a power phrase to guide your imagination.

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.

Challenges... start seeking; Pivotal Moments... keep noticing;!

Remember... people who aim to play BIG... they go beyond embracing challenges... they LOOK for them.

Remember to LOOK for your pivotal moments: moments when you avoid or delay a social action or notice that you are avoiding a social risk. It will open up growth opportunities that you can explore with your coach to find more clues on the treasure map.

Have an awesome session with your Coach!

05-02) Transformation From Mental Awareness TO Body Awareness

Transformation:

From: Mental Awareness (logic)

TO: Body Awareness (inner knowing)



Body awareness is a big deal. In the Industrial culture we were taught to focus only on mental awareness and logical problem-solving. We were taught to ignore our emotions, intuition and body sensations. This was a big mistake for many reasons. In Transformation Coaching we are going to help you get your body awareness back.

When I heard Candace Pert say: “Our bodies are our non-conscious mind”, in the movie “What the Bleep Do We Know”, (and also in the book “molecules of emotion”) I had an instant awareness that this was a huge missing piece to the personal coaching puzzle. This knowing has become a core theme of Transformation Coaching.

Our non-conscious minds – where our beliefs, desires, fears, and inner knowing live – determine most of what we do and what happens when we do it. We make thousands of choices every day and only a few of these are conscious choices. These are important of course, but the multitude of non-conscious choices are SUPER important.

Why we PRACTICE body awareness with you

Body awareness is the path to inner knowing and deep wisdom.

Many of the Transformation Coaching Techniques involve body awareness, so this is something you need to get comfortable with.

Practice noticing your own body sensations in social situations.

Most of the time, the body sensations we notice in social situations will be from the waist up along the “chakra energy” line: root, core (gut), solar plexus, heart, throat, between the eyes, top of the head. In basic body awareness, we don’t attempt to derive meaning from the location of the energy; we just practice noticing, allowing, feeling and then noticing thoughts or “memories” that pop into our conscious mind.

Understand that feeling energy in the body is an essential human skill AND most of us have no one in our lives who modelled this for us. And many of us were shamed for noticing our body sensations or attempting to use them as an inner guide for our choices. SO, it might feel strange to do this at first.

Don’t worry! Your coach will be with you every step of the way.

This is important because your coach co-creating the judgment-free safe space with you paves the way to this exploration.

Another way to think of this is called embodiment which is similar to “muscle memory” which is something we often hear about in athletics and performance arts. This is when your body knows how to do something so deeply that it can make intricate moves without conscious thought.

Embodiment and body awareness is similar to muscle memory for social play activities. When you practice social play and embody your desired values and beliefs, they will come through when you are engaging with other people. They will feel your positive energy even if you are not “thinking” it. This is powerful. This is what practice can do for you.

05-03) Social Play... and Social Fears

Remember these moments of Social Play and the challenges most of us experience at some level:

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



Let’s go deeper into the social fears of social play. THIS IS BIG!

ALWAYS REMEMBER!

Fear is a resource of your Self-Preservation Superpower! (Part of the Ability to Believe) Most of the time this is powered up by our Social Safety Instinct (Which is part of our Need to Belong Superpower) So we need to honor our fears with great reverence.

And since all social fears are Beliefs... and we can choose our beliefs, we have the ability to upgrade them if we choose to. This understanding is essential to Transformation Coach.

These fearful beliefs are in you mostly because your playfulness is shamed in the Hierarchical Control of the Industrial Culture.

Playing for your Dream is about to get REAL! **These four social play activities will bring up seven really intense Social FEARS!**



While all of us with a Dream to contribute our unique value and voice to others... we are all also navigating through these seven intense fears; mostly on a non-conscious level and mostly with a variety of not-so-effective methods! (Hah! That is an understatement).

- Fear of Rejection
- Fear of Trouble
- Fear of Disappointment
- Fear of Mistakes
- Fear of Judgment
- Fear of Failure
- Fear that I am NOT ENOUGH (The “BIG Kahuna” Fear)

Relate for Influence = Fear of Rejection

To play for impact in the world – even with just a few people - you need to cultivate a high level of ease with approaching people and talking with them. And then you need to invite them to a next step. This is where the fear of rejection comes in. BIG TIME.

Create for Inspiration = Fear of Disappointment

Playing BIG for your dream will include creating and sharing experiences (or content) in a variety of forms that you hope will be an inspiration to others. Also every time you have an opportunity to speak in front of people you are creating and sharing an experience. The fear that we might disappoint someone or BE disappointed by someone’s reaction to what we create can be a BIG block to creating and sharing for inspiration.

Create for Inspiration is the essence of the idea that life can be played like performance art!

Explore for Visibility = Fear of Trouble

Exploring for visibility is often described as: “I need to get out there”. And for many people this is a BIG struggle; this is because the Fear of Trouble is VERY REAL.

In order to contribute your gifts to others you need to find people (customers, colleagues or partners) to participate in what you are creating. You need to “get out in the world” either physically or virtually.

The world of people is an amazing but potentially “dangerous” place, at least at an emotional level. The potential for trouble in the unknown is why most people stay where they are and spend their time with the same people. However, it is almost impossible to pursue your dream this way.

Experiment for Discovery = Fear of Mistakes

As you play for your BIG Dream you become a change-maker! But at the same time, we are often crippled by the fear of mistakes.

This is a big remnant of the Industrial Culture of Control mindset that everything you need to do: a) there is a right way to do it b) you should be able to do it the right way every time and never make mistakes.

Of course, this is nonsense! But the residue of this mindset from school and jobs keeps us locked into a perfection trap. This makes it sooo hard to experiment and find our unique way to do everything our Dream needs us to do.

Fear of Judgment ~ Fear of Failure ~ Fear that I am not enough

These fears are basically accumulations of the four fears of playfulness. They are deep artifacts of the Industrial Culture of Control and they impact our thoughts and feelings in a profound way.

Here is a BIG idea: these social FEARS – and the beliefs that form around them - are not inherent to us, we absorb them from the culture through our life experiences.

If you aim to play for your Dream at a high level you need to embrace and explore these fears with profound curiosity. This is what I mean by explore your fears like a treasure map. The treasure is your playfulness and unique superpowers - for Influence, Visibility, Expression and Change - that are deep within you waiting to be activated.

BIG POINT regarding the power of coaching: it is almost impossible to explore social fear by playing alone. But together we can do it!

Your Transformation Coach is a very capable guide of the Human Journey... out in the social world... through these intense fears... in pursuit of your BIG Dreams... along the way you activate your playfulness and superpowers. YES!

This is why you are here with us.

The BIG question you might be wondering...

How / where did I get all of these fears?

How did I become so fearful of activities that seem so natural and essential?

This is the question of the century! (quite literally)

The short answer is that many times in life in our Industrial Control Culture, we get “in trouble” for being playful or for simply expressing ourselves. Getting “in trouble”, or being shamed, activates our Social Safety Instincts and forms Self-Preservation Beliefs about the dangers of social play.

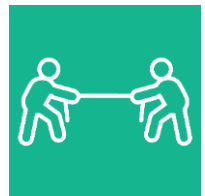
We will illuminate on this question as we explore your Superpowers of Human Nature. Meanwhile by playing for your BIG Dream with your Transformational Coach you are already on the path to Freedom!!

The FEARS of Social Play, lead us to the Pivotal Moments of Choice.

05-04) Noticing Pivotal Moments (AKA The Pull)

The Pivotal Moment is one of THE most important concepts in transformational playing and coaching life.

Understanding this will help you make the most of your relationship with your Transformation Coach. It will accelerate your personal growth and the realization of your BIG Dream.



A pivotal moment is a moment that has the potential to make big impact on the experiences of your dream.

Pivotal moments are coach-able moments.

Here are a few typical examples:

- 1) A BIG choice that you are making.
- 2) A BIG opportunity that you have in front of you.
- 3) A recurring action that – if you got better at it – would accelerate your progress.
- 4) A “Pull” between playing BIG and playing safe. Any moment when you have an urge to do something for your dream AND at the same time a resistance to doing it.

1) The BIG Choice

There are some big choices that can change the trajectory of your life. Should you go for the new job? Should you leave your job and start a business? Should you stay in the partnership or move on / let it go?

You may have heard the classic song by “the Clash: “Should I stay, or should I go?” The lyrics are: “Should I stay or should I go now. If I go, there will be trouble and if I stay it will be double.” Classic.

Your coach can help you play with the scenarios to expand your inner awareness about each choice. Then you can choose with confidence and clarity.

2) The BIG Opportunity

Sometimes you are aware of these moments, and you are in an inner debate about if /when to make the move. Example: calling an influential friend to ask them to support / promote you. Your coach can help you practice this moment to uplevel your approach, skill level and energy alignment.

Sometimes these moments just happen. And the question is will you seize the moment or not? Like the time I found myself sitting on a plane next to one of the BIGGEST icons in the history of Coaching: Timothy Galway. Note: I sat there in a daze and didn't say anything to him for 5 hours! I still remember that flight as clear as day 15 years later. DANG!!!!

After the experience you can replay the moment with your coach to reclaim your power and be more prepared for the next spontaneous opportunity.

3) The Recurring Action

This is an action that is vital for playing for your dream. For example, if you have a business, you talk to potential clients often and how well you play in these conversations has a big impact on your business dream. If you are playing in a career, you have opportunities to introduce yourself or speak up with influencers in your organization on a regular basis. What do you do in these moments?

Your coach can practice these moments with you with the Role Play Technique AND with the Pivotal Moment Technique we are going to practice this week.

Playing these moments with clear intention, positive energy and familiar words can really impact your results. And if you get positive results more often, they accumulate into your dream becoming reality!

4) The Pull between Play BIG and Stay Safe

This is the main type of pivotal moment that I want to bring to your attention.

This is when you have your Urge to Become is moving you into action for your dream but at the same time your Ability to Believe Self-Preservation Superpower is bringing up some FEAR. It can be a planned action you have on your play sheet, OR it can be a spontaneous opportunity that pops into your life. (on the “Play Life Station” Ha!!)

Your Dream wants you to do it.

Remember in Chapter 1 I told you that your Dream will take on a life of its own and it will ask you to do things? Have you noticed this happening? But then, something else happens within your body and inner being that brings up an uncomfortable feeling. This usually leads to thoughts about why it is NOT a good idea to do this now; maybe tomorrow?

This is known as inner resistance. Often the time between the urge to act and the inner resistance is so FAST that you don't even notice that your Dream was calling you.

When you start playing for your dream these kinds of moments will happen A LOT... every day.

The spontaneous urge to act is very similar to the spontaneous BIG opportunities that I mentioned before; will you go for it? Or will you hold back?

These are the moments that make playing for your dream so dynamic and fun. But when you are resisting an action, it doesn't always feel fun. (Hah! Understatement)

In Session #4 your coach is going to do a really powerful and profound coaching technique with you called: The Pivotal Moment of Choice (Pivotal Moment for short). To set this up I am going to share with you a few provocative and empowering ideas.

The Quick Guide to Noticing Pivotal Moments

There are three SUPER common experiences that can reveal a Pivotal Moment

1) You have the urge or plan to do something but then you resist doing it.



2) After resisting for a period of time, you eventually power through the resistance and force yourself to do it. This is honorable... AND... it is worth exploring as a pivotal moment so that you can do it without expending so much energy the next time.

3) You are taking an action but you are not getting the results that you expect or desire. Remember we don't have control, but we do have influence. You can practice these moments to reveal ways to expand your influence and improve your results.

There are many possible scenarios for a pivotal moment of choice:

- Talking to someone at a network event ~ should I share my dream? Or just say that I work at the bank.
- Thinking of sharing something on FB Live ~ should I just Go Live and share my idea? Or wait until it is perfectly planned some day in the future.
- Thinking of making a follow up call to someone you met ~ should I pick up the phone and invite them for coffee? Or wait until I have everything together perfectly.
- I have this time on my calendar to write a blog post/article/chapter ~ should I sit down and write something right now? Or should I wait until I feel inspired; Or wait until my office is perfectly organized?

These are phrased to sound a little but funny. But in truth we need to honor that these moments are more provocative than they appear on the surface because fear and social risk are involved.

05-05) Pivotal Moments Technique

(The long version of the name is the Pivotal Moment of Choice)

Let's do a quick walk through the model so that you can have a familiarity with this profound way to practice life – remember, coaching is all about practicing together.



Lead in:

- A) Describe the scene of the pivotal moment of choice
- B) Describe the actions or the intended actions
- C) Describe the intended results.

Step #1: P/Replay the Pivotal Moment (Control)

Activate your imagination to Replay or preplay the scene of the Pivotal Moment. See it and feel it as deeply as you can. Notice if there is something you are attempting to control.

Step #2: Review Reactions with Judgment-free Awareness

You are in the moment now. Use judgment-free awareness to notice the thoughts in your mind in the moment. Often these are your reactions to what is happening or not happening.

Step #3: Feel the energy in the body.

Feeling the energy in your body brings you more fully into the present moment. Body awareness in the presence of another person (your coach) with whom you feel safe is the pathway to transformation. Whenever we are in a pivotal moment our body will react to the situation with physical sensations; sometimes they are intense, sometimes they are subtle. If you are new to the practice of body awareness, be patient and allow it to arise!

Memory Pops: Often while feeling energy in the body images or memories will pop into your mind. These “pops” will provide useful clues on the Treasure Map about where “The Pull” is coming from.

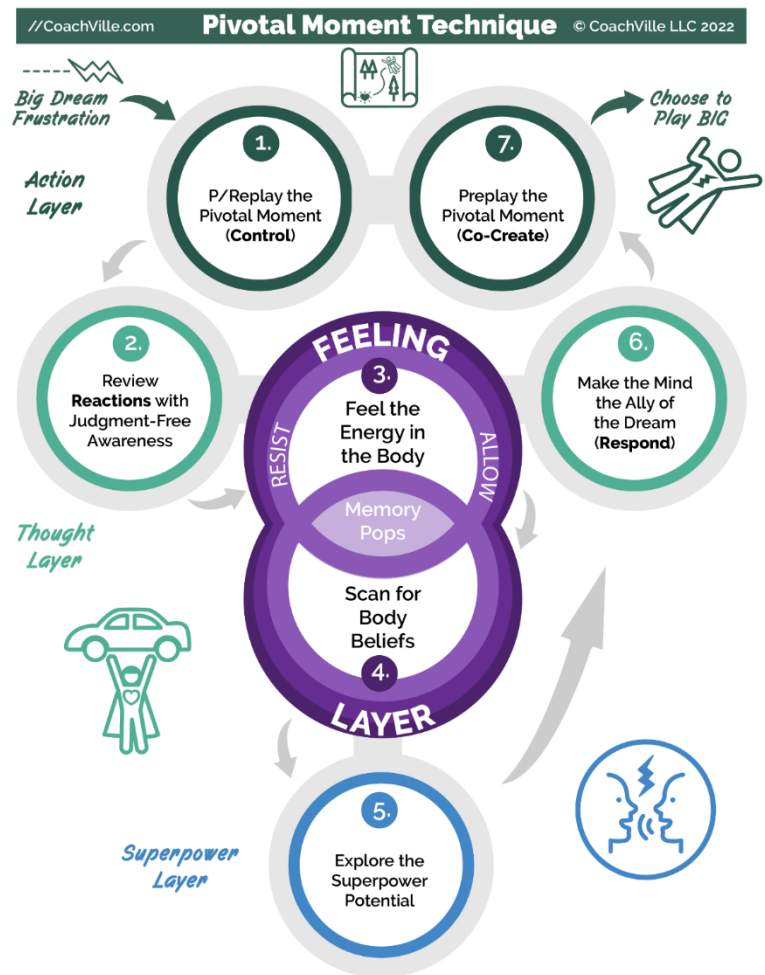
Step #4: Scan for Body Beliefs.

Your body is attempting to alarm you about the potential for social risk. Its intention is to keep you safe. In this step you will give voice to the self-preservation belief. (Remember, it's a Human Nature Superpower!) Our Non-conscious beliefs are quite mysterious and guide our actions like an invisible guiding hand. This technique makes the invisible hand **VISIBLE! AMAZING**

In some cases, the buzzing energy will reveal a Self-Confidence Belief. This is another capability of the Human Nature Superpower The Ability to Believe.

Step #5: Explore the Superpower Potential.

Often what we fear the most is expressing our Human Nature Superpowers or our YOUUnique Superpowers because this put us in social risk in the past. When we explore our self-preservation beliefs, we can gain clues on the Treasure Map leading to our lost superpowers.



Step #6: Make the Mind the Ally of the Dream.

You are active in your imagination. Your body is feeling the safe space of belonging with your coach. You have given voice to the self-preservation (or self-confidence) belief. Now your mind – still in the vibrant alive present - will open up to new possibilities. In this state you will be able to feel, KNOW and speak what your Dream is asking you to do.

Step #7: Preplay the Pivotal Moment (Co-Create).

With your body feeling safe and your mind open you can then preplay the desired action and the desired result using your imagination. You can feel and see it happening in the present moment. You are fully aware that you have a choice.

Out in the world you are Self-Confident and FREE!

You can choose to play BIG for your dream. You have felt it, seen it and lived it in your imagination and body in the presence of your coach. Your coach has seen it with you.

OR you can choose to stay safe for self-preservation.

No judgment either way; just a choice. This is freedom.

****!!!****

Often after doing this practice with your coach, an activity that seemed really hard will feel more natural and in the flow. Over time, with practice, you will gain confidence in your ability to play big in social risk situations. You will love it!

05-06) Tenacious Self Love

Self-Preservation is a Human Nature Superpower within your Ability to Believe. It is NOT a flaw.

I want to share a Transformation Coach perspective with you here!

We believe that you were born AWESOME! And every part of your inner being is part of awesome YOU!



In the “Self-Help” field when we experience doubt or fear there is usually some kind of derogatory explanation for the experience. They will say things like:

- You have Self Sabotage
- You have limiting beliefs

- You have a beast or gremlin or bully inside of you!

I encourage you to question your belief in any of these concepts.

I encourage you to activate your Human Nature Superpower called: “Tenacious Self Love”; it is part of the Superpower “To Dream”. This is where you embrace ALL of the aspects of your Human Nature Superpowers... even when they seem to be pulling you away from your Dream.

When we experience doubt or fear about a social play activity, that is our Self-Preservation Superpower trying to keep us safe OR our Social Safety Instinct trying to maintain belonging because at some point in our past, a similar activity got us into some trouble (AKA threatened our place of belonging)

By exploring the feeling with judgment-free awareness – and some light-hearted curiosity – we can discover some amazing clues on the treasure map that leads to our Human Nature Superpowers and our YOUnique Superpowers for Social Play. This is how we find the pathway to living our Dream NOW!!

This is what the Pivotal Moment Technique is all about.

05-07) The AMAZING power of your imagination

Your imagination is part of your Human Nature Superpower “The Urge to Become”: the Spirit of Play.

The Pivotal Moment Technique is the Transformation Coaching version of the way performers and athletes watch video of their performances with their coach and then use guided visualization techniques to envision new possibilities. You and your coach are going to use your imagination in a very powerful and practical way.



Instant Replay

Using your imagination, you can recall and focus on a recent moment that didn’t go the way you desired; and while doing this you will experience very similar thoughts and physical sensations as when it actually happened. This is very much like when athletes and performing artists watch video with their coach to look for ways to play better.

Powerful Pre-play

This is another tool used by elite performers and athletics and performance arts. Another option is to pre-play a moment that is coming up in the near future. Using your imagination, you can bring the future experience into your mind... AMAZING. And even more amazing, you will experience thoughts and feelings as if it is happening now. Then

your coach will guide you through an exploration of the moment to find ways to play better.

A Co-created Experience, NOT Self-Help

A key point I always like to share about the Pivotal Moment Technique is that it is NOT a self-help technique; you can't do it by yourself. It is a guided technique, a co-created experience. This often disappoints folks because we have been so indoctrinated into the belief that everything should be done alone; or its better when you can do it yourself. You probably know by now that I do not share in that belief!! LOL.

The Path to Peak Experiences

The power of living our Dreams Now, and every day, is that there is always the possibility for a Peak Experience. There will be social play opportunities where your abilities rise to the situation and something awesome happens! WOW!

These are the moments we live and play for:

- when we experience ourselves as playing well,
- when we experience ourselves as having a positive impact on others,
- when we experience our Dream coming true

WOOOO HOOOO!

05-08) Human Nature Superpower = The Ability to BELIEVE

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



The BIG Picture of Believing

We Humans are believers.

What we Humans have done with our Ability to Believe is really quite astonishing! The scale of the impact of belief on our lives is remarkable.

At the grandest, all Civilization is based on beliefs. Impressive.

At the same time what we do and don't do on a moment-to-moment basis is also based on what we believe. You have beliefs about everything you do or choose not to do. WOW.

And, with great power comes great responsibility.

What I aim to do in this segment is highlight how the Ability to Believe is explored in Transformation Coaching; and how we can practice using it to play our Dreams.

Here are few examples just to set the tone:

All countries and cultures are a collection of shared beliefs.

Laws are beliefs.

Money is a belief.

The idea that objects can be owned by someone is a shared belief.

The monetary value of everything is a belief.

Time is a shared belief.

Two Types of Beliefs: Conscious and Non-Conscious

A quick distinction is important here: we have conscious beliefs and non-conscious beliefs.

A conscious belief is something you think. An example would be: this island is New York City.

A non-conscious belief is in your inner knowing, in your body. In transformation coaching we call these "body beliefs". An example would be: I feel safe walking down 5th Avenue at 2 AM; or I don't feel safe walking down 5th Avenue at 2 AM. This belief will determine your actions in a specific situation like getting back to your apartment from a late-night party in midtown.

The power of non-conscious beliefs is that they save us so much time! We don't have to consciously think about – figure out - everything we do every time.

The challenge is that our non-conscious beliefs get into us and then it can be quite mysterious how they impact our social play activities.

A quick review of the model

The Ability to Believe is at the base of the model to display that it is the foundation of all of our Human Nature Superpowers.

It is in the same column as the Ability to Dream because our Dreams and Beliefs are closely connected.

Our beliefs are also a mediator or connector between the Superpowers on left and right sides of the Model.

We develop a LOT of beliefs to mediate our own path between Freedom and Friendship.

We develop a LOT of beliefs to mediate our own path between Becoming and Belonging; especially the perceived value of our self-expression within a group.

I use the word mediate to describe our inner negotiations between these Superpowers.

I believe that we Humans are not born with any beliefs. So, all of our beliefs come to use from other people directly or from our experiences with other people.

Often, we choose to believe something to maintain a personal relationship; a Love to Befriend relationship.

Often, we choose to believe something to maintain belonging within a group or culture; a Need to Belong relationship.

Because we are now part of several, or even many, different groups, choosing what to believe can get really complicated!

Choose your beliefs

Exercising your ability to choose your beliefs is a big deal and a major aspect of Transformation Coaching.

Exercising your ability to influence the beliefs that you share with others is also a big deal and a major aspect of social play and Transformation Coaching.

An example from Transformation Coaching is the Pivotal Moment Technique that you will practice with your coach. The whole purpose of this technique is to bring a non-conscious belief that is directing or containing your action up into conscious awareness so that you can choose it or let it go. This is BIG.

This leads us to an application of beliefs that is the most significant for our ability to live our dreams: self confidence beliefs and self-preservation beliefs.

Self-confidence

Self-confidence is a belief: I believe that I can do it. (whatever IT is)



Self-preservation

Self-preservation is a belief: I believe that it is not socially safe for me to do it. (whatever it is)

And remember that in Transformation Coaching we are mostly focused on social safety not physical safety; though they are the same when the threat is physical violence by another human or physical jeopardy caused by the actions of another human.

Whew! It's a lot to consider.

A few examples of the dynamic between the Ability to Believe and the other Human Nature Superpowers

With your Dream, you believe that it is meaningful; you believe that it will be joyful to play; you believe that it is possible.

Do you believe that you are free to trust yourself when you choose to do something for your Dream?

Do you believe that your friend cares about you and your Dream?

Do you believe that you can express yourself fully? Or are some aspects of your full self-expression not valued?

Do you believe that the "FULL ON YOU" will belong in the groups you are in? Or only the scaled back you?

"Choosing" Non-conscious Beliefs

When we are young our Urge to Become spirit of play and self-expression move us into the social world. Then other people react to what we are doing. If they react negatively, we develop a fear that we don't belong when we express or play in that way. Typically, the aftermath of a situation like that is a non-conscious belief that it is not safe to express that way. On the other hand, if another person reacts favorably, then we develop a self-confidence belief that people like it when we express that way.

One aspect of Transformation coaching, especially with the Pivotal Moment Technique, is to "bubble up" non-conscious beliefs from the non-conscious mind to the conscious mind so that you can choose to continue the belief or let it go.

"Cultivating" Non-conscious Beliefs

When you let a belief go in the moment and choose a new social play experience, it starts the process of cultivating a new non-conscious belief. The way we develop non-conscious beliefs is through our experiences, but it is not an exact process. In other words, you can't consciously choose your non-conscious beliefs.

So, if you want new non-conscious beliefs for your Dream, you need to choose new experiences. And typically, that means choosing new Friends to adventure with and choosing new groups to Belong with.

Through many repetitions of a new social play experience, we can cultivate new non-conscious beliefs. This is why guided practice of social play with a Transformation Coach is so powerful!

AWWWW yeah!

Manipulation = the Industrial Culture counterpoint to the Ability to Believe

Manipulation often happens after we have been put under physical, emotional or financial control.

Another path to manipulation of our beliefs occurs when we feel that we don't fit in anywhere, and some group will accept us as long as we accept their beliefs. Then this often leads to suppressing our unique abilities and freedom.

This may sound extreme, but this type of thing happens in lots of ways, subtle and not-so-subtle, on social media sites and membership sites.

Finding a group with shared beliefs can be very empowering, but, wisdom is required.

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.

Reclaiming our Ability to Believe and choosing our beliefs is the definition of wisdom!

We will explore this further in Chapter 10.

Session #06 – Co-Create Practice

(With the **Plan-Play-Grow** Technique)

AUDIO PREP

[Listen to the prep audio for Session #06](#)

BONUS AUDIO

[Listen to an audio of Coaching Session #06 with Coach Dave and Player Mary.](#)

06-01) Prepare for Session #06 – Co-Create Practice

1) WARM UP and Dream Sharing

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. By now you are probably creating some great moments to celebrate.

3) GROW (From Play)

In this session, step #3 takes on an extra purpose. You and your coach are going to use this time to hone in on a growth opportunity to practice together.

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. Embrace the power of co-creative conversation to expand your possibilities!

4) Practice PLAN

Together you and your coach will choose a moment to practice AND a technique to practice it with.

- **Peak Experience** – preplay a social play moment with intention and impact
- **Role Play** – where you practice a conversation / relate for influence situation
- **Pivotal Moment (of choice)** –explore the “Pull” between Self-Expression and Self-Preservation; look for clues on the treasure map.



Transformation Coaching Session #6 Notes		Date: _____
1. WARM-UP and Dream sharing: 		
2. CELEBRATE 	3. GROW (from Play) 	
4. CHOOSE THE FOCUS 	Practice Technique <input type="checkbox"/> Peak Experience <input type="checkbox"/> Role Play <input type="checkbox"/> Pivotal Moment <input type="checkbox"/> Co-create Awareness	5. PRACTICE 
5. 		
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: _____		

5) PRACTICE

Jump into the moment and technique like practice partners!

6) GROW

- 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

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

Challenges... keep seeking; Pivotal Moments... keep noticing;!

Look for more clues on the treasure map.

Have an awesome session with your Coach!

06-02) Transformation from Problems to Practice

Transformation:

From: Control and Problems
(address & resolve)

TO: Co-create and Practice
(grow & play)



This is a SUPER important transformation for you to understand as you adventure with your Transformation Coach. Here we need to transcend the original concept of Personal Coaching which was fully immersed in the Industrial Control Culture and Mindset.

Bonus Transformation

From: the world is a school / job

TO: the world is a playground

When we first started Life Coaching – or it was sometimes called personal coaching – the basic idea was that we would talk with our clients about their problem. We would help them get their problem or situation under control. Then we would turn the solution into a task list. Then we would hold the client accountable (aka under control) to complete these tasks. This was serious 1990's stuff.

While creative problem solving and strategic task organization in line with the times and had some value, it didn't really align with the true spirit of coaching.

The true spirit is to co-create and practice together.

We co-create by talking together. In coaching we can co-create new awareness, a new strategy or a new plan.

By now you have experienced several ways that you can practice social play together with your coach.

YOUR main role is to come to each coaching session with an idea for what you want to practice.

I liken this to my experiences with various voice coaches when I was a vocal performer. I would come to each coaching session with a song or two that I wanted to practice with my coach. We would co-create ways to approach the song and then we would practice together. It was so much fun.

My Dream is for you to bring that spirit to your sessions with your Transformation Coach!

The Bonus Transformation from school to playground.

This is a major framework shift for all of us. In our Industrial Control Culture so much emphasis is placed on school. While unsupervised free play has all but vanished from the lives of children.

The trouble with all of this is that we learn A LOT more about social play on the playground than we do in the class room. And it is our social play abilities that determine how our dreams turn out.

Not to worry! All you need to do is start to look at life as a playground rather than a school. Engage with other people in situations as you might imagine yourself on a playground co-creating an experience with another kid or group of kids. On the playground the object of the game is to make the game fun for everyone involved and to keep the game going as long as possible.

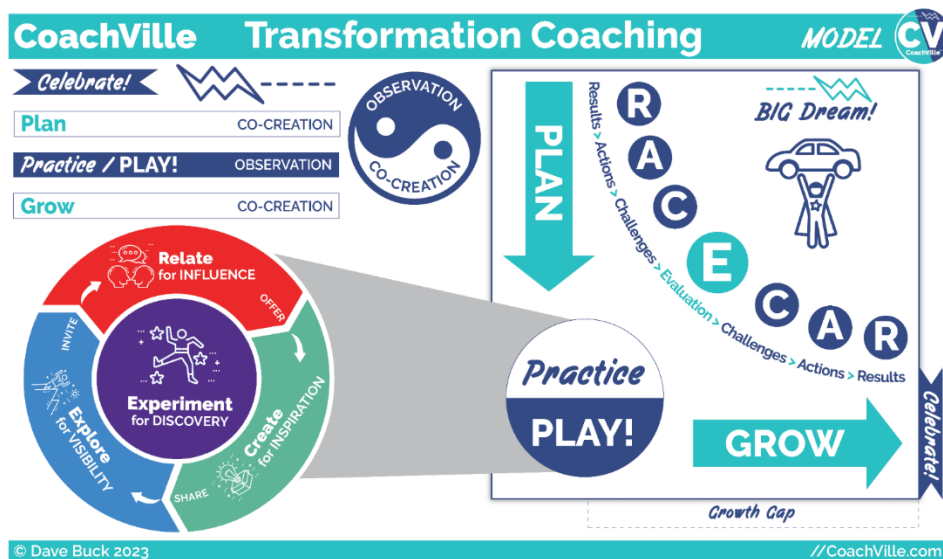
Bring the playground spirit to what you are doing and soon you will feel better about everything you want to do.

And remember, your coach is always ready to practice with you!

06-03) The Transformation Coaching Model

Now that you have experienced this flow a few times we can go deeper into the rhythm of playing with a Transformational Coach. There is a coaching rhythm called: Plan-Play-Grow. If you have ever had an athletic coach or a performance art coach, then you will recognize this rhythm... It's truly awesome.

I first learned about this by observing my mom who was a piano and voice coach. Her music studio was right beneath my bedroom in the house, so I heard coaching happening every day after school. Even though I wasn't tuned into the details I did notice one very dramatic thing: over time all of her students played a lot better! This is exactly how it happens... and it yields amazing experiences and great results almost every time.



Let's explore this model together.

We start in the upper left where you see Plan – Play / Practice – Grow – Celebrate. You also see the yin/yang symbol with the core of the coaching experience which is observation and co-creation.

Next, look at the right side of the diagram. You see the Plan – Play / Practice – Grow – Celebrate again but this time you also see what we call the RACECAR acronym: Results – Actions – Challenges – Evaluate – Challenge – Actions - Results. We will get into that in a few moments.

Also, in the lower left you see a call out from the Practice / Play circle into the 4 primary activities of Social Play.

Transformation Coach Rhythm

Let's first get clear on the coaching rhythm because it will really help you get the most out of your relationship with your coach. You have done this a few times now. So you will recognize it.

In the coaching session:

- We CELEBRATE the notable experiences since your last session; especially moments of play where something good happened.
- GROW: Capture growth from the previous week of playing in the social world. Talk about results, actions, challenges, insights and growth opportunities. All of these things come together into a picture so you can Evaluate how you played.
- We co-create a coaching PLAN for the session.
- We PRACTICE together using one of several techniques to develop new abilities and co-create new awareness, new possibilities, new approaches, and new confidence.
- We capture your GROWth from the session. (The Growth Zone in the Coaching Notes Play Sheet) The intention of a good coaching session is that you grow during the session... and then continue to grow as you play in the world.
- We co-create your play PLAN for the upcoming time frame. Focusing on the Social Play actions. You will write out the most important items on your Play Plan Playsheet.

Then...YOU go out in the social world to play:

- You PLAY for your Dream by engaging in social play actions to co-create results and experiences.
- You notice your GROWth opportunities as you play.
- Make a few notes on your playsheet about what happens as you play (or avoid playing).

In the next coaching session:

- We CELEBRATE your Results (and your experiences and challenges)
- We co-create a coaching PLAN for the session by first EVALUATING what happened when you played. What was the GROWth and what are the GROWth opportunities.
- Choose something to PRACTICE together.
- We capture your GROWth from the session.
- We co-create your play PLAN for the upcoming time frame.

YOU go out in the social world to play some more:

The rhythm of Transformation Coach repeats from here.

When you get into this rhythm with your coach, you will be amazed at how quickly you feel your progress and good things start to happen. It really is fun.

06-04) Understand RACECAR

One of the most important shifts that your coach and I want to help you make is from Industrial Culture of Authoritarian Control to Coaching Culture of Social Play.



Understanding the acronym RACECAR from the Plan-Play-Grow rhythm can help you make this shift.

In sessions #2 and #3 with your coach you looked at RESULTS, ACTIONS and CHALLENGES in Social Play. But it's good to go a little deeper into this now because it is SO different than the Industrial Control Culture.

R is for Results in the social world

Probably the most challenging part of the shift is the focus from completing tasks to co-creating results with people in the social world.



In the Industrial Control Culture we were told to only focus on what we can control. So, we should only focus on completing our tasks and doing them right; mostly in isolation so that we don't bother anyone. Since we can't control what happens with other people, we should not put our attention there.

In Social Play it's ALL about co-creating with others; we use our powers and energy to be a positive influence in the world; to make a positive impact.

We put our attention on the results that happen because that is the purpose of playing for our Dream. In Social Play you must look beyond yourself... out into the world or people around you that you aim to influence or inspire or be seen by or make changes with.

In play... there is NOTHING you can control. When we play for results, sometimes they happen and sometimes they don't. That is what makes it play. Practicing with a Coach to play better means getting the results we desire more often than we do right now.

Remember the results from our moments of social play: influence, inspiration, visibility and discovery.

STOP getting people under control

Another quirky angle on Results from the Industrial Culture of Control is that we SHOULD be able to control everyone and everything by following the manipulation instructions properly.

There are a lot of manipulation techniques in the Industrial Culture because the whole focus is on getting everyone and every situation under control. This is very difficult of course because we humans HATE being controlled!

So, what happens most of the time is that our attempts to control are futile and frustrating. This is one of the reasons why there is so much chronic anxiety and depression in the Industrial Culture: people are in positions or roles where they are

expected to control other people and they are judged based on their ability to control others. This is SUPER stressful.

Letting go of the delusion of control is one of the most freeing benefits of shifting into the Social Play Model as a co-creator.

A is for Social Actions with your Human Nature Superpowers



We all do a lot in each day. The key here is to find moments when you can take the social play actions: relate, create, explore, and experiment.

Since we are all used to going through our days completing tasks, it requires some intentional effort to get into play mode.

A) There are some actions that you are doing already that you can now approach playfully.

B) You can intentionally add playful actions into your day.

Playful actions are when you aim to be a positive influence on someone or co-create with them AND you pay attention to the result that happens (or doesn't happen).

Recurring

Your coach is going to ask you about recurring actions. The distinction here is between one-time actions and recurring actions. A recurring action is something that you do on a regular basis; for example, sharing with someone about your Dream. It will be a little different every time based on who you are talking with, but it is similar each time AND it is something you can get better at doing through practice.

The key here is that it is the recurring actions and situations that you will want to practice with your coach most of the time.

Human Nature Superpowers

The next step is to proactively use your superpowers when you play.

A Superpower is an ability that you can refine and practice to have a big impact on people and/or situations. Since you are playing for impact, you aim to use your superpowers to increase your impact.

The Growth Gap

The idea of the Growth Gap is integral to coaching. You have a current level of facility with playful actions and your superpowers. And you and your coach share a vision that you can expand that facility.

You can co-create the results you desire more often.

You can PLAY better.

The key to getting into play mode is to drop the Industrial Culture Control mindset that you have to do things perfectly every time. This “perfection trap” is antithetical to play. It literally makes it impossible to play and that was the intention; to get you to stop playing and become a compliant/ obedient worker doing what you are told to do by the boss. Sad but true... we have been doing this to each other for a long time now.

But not anymore!!!

You can break free of the perfection trap and enjoy playing again.

The next step is to embrace challenges.

C is for Challenges with the Spirit of Play.

When I was describing results, I wrote that sometimes they happen and sometimes they don't. This is the nature of play.



Well, everything that contributes to the desired result NOT happening is a challenge.

There are several different types of challenges.

- 1) A challenge where you need to develop more skill and experience in what you are doing.
- 2) A challenge where you experience some doubt or fear related to what you are doing.
- 3) A challenge where there is something in the world – probably some force of the status quo – that doesn't want you to achieve your desired result.

The key to being playful is to embrace challenges with the spirit of play.

There are some challenges that you are already aware of. And there will be plenty of challenges that you don't even know about yet but will arrive as you play more and more. When you put your Dream into the “Play Life Station”, there are levels to it.

Every challenge presents you with a growth opportunity. Growing and playing better is fun! Players embrace challenges. Great players LOOK for challenges by aiming for the next level.

When you are really passionate about the result you are playing for, the experience of a challenge can elicit your Superpowers. Somehow the challenge causes you to reach deeper into yourself and your real power comes through. This is why playing for dreams can lead to surprising discoveries within yourself.

A benefit of playing with a coach is that you can talk through what is happening when you play and identify the challenges you are facing. And then co-create a practice plan to play with your superpowers.

There is nothing wrong.

Embracing challenges is another element of play that requires a shift from the Industrial Control mindset. When the focus is on following the instructions and keeping everything under control, a challenge usually meant that you were doing something wrong. IT meant that you were not perfect... oh the horrors!

Embracing challenges as fun growth opportunities – rather than something is wrong – will significantly reduce your stress and expand your joy.

E is for Evaluation with judgment-free awareness



I know that the experience of being evaluated can bring up a lot of bad memories. Starting with the dehumanizing and traumatizing testing and ranking that we all suffered as children in Compulsory Education. Followed by the dreaded performance review many of us suffered in jobs. The purpose of the whole thing was to show you what you were doing it wrong and get you under control. UGH!

I am inviting you here to look at evaluation with a fresh perspective. YOU are not being evaluated. YOU – with your coach - are evaluating the results WITH judgment-free awareness. You are doing this to assess the impact you are having and look for ways to play better.

In this setting, evaluation is a co-created experience aimed at helping you become MORE of YOU.

This is another situation where it will take a little practice to shift out of feeling that there is something wrong and shift into seeing ways to grow.

You and your coach will do it together.

C-A-R is looking at it from the other direction

- You experience and embrace a challenge
- You take your playful actions
- In pursuit of your desired Results.

The idea of the RACECAR acronym is to look for results, actions, challenges and evaluation for growth opportunities in a fun and playful way.

06-05) Transformation Coach Technique

Here is a more detailed Technique Sheet to show you the flow of the coaching relationship plays out in each coaching session. (you can see the full page version in your playsheet pack)

Get Started

Step #1) Warm Up!

I recommend Coherence Breathing, Imagination and Dream Sharing.

And over time, you and your coach can experiment with other warm up activities.

Step #2) Celebrate

Celebration is essential to joy and sustainable success. Celebrating Peak experiences, results, new actions and even challenges helps you embody that you ARE playing your Dream now.

Step #3) Grow (from Play)

Using Reflection Conversation, you can evaluate what happened and what didn't happen to capture your growth and growth opportunities from the previous week of play. This will often bring clarity to part 4.

Practice Together

Step #4) (Practice) Plan

What is the MOST important moment or situation for us to practice in this session? Then together choose a technique to start practicing.

As you have experienced so far, in this series we often have the coaching technique determined in advance. But in Sessions #5 and #9 you and your coach will choose what technique to use. And if you continue to coach together, this will become the norm.

Step #5) PRACTICE

Get into the situation or moment with the technique and co-create practice together! Try out new ways of expressing yourself. Be in the moment. Speak from the heart. Enjoy it!



During practice your coach will **OBSERVE** you and offer to share some of these observations. Your coach will notice things that you don't see in your Self or your situation.

At the same time, you will observe your coach and pick up new ways of doing and being. You embody new ways of doing things by observing and doing.

Step #6) Grow (from practice)

On the coaching notes sheets this is called the Growth Zone. Once you step out of the practice mode, then you and your coach and debrief on what just happened to expand your awareness.

Step #7) Play Plan (for the week ahead)

What are the peak experiences, results and actions to focus on and how can you bring the spirit of play to everything you plan to do?

Go out in the world for Social Play!

Embrace everything situation that comes toward you. Remember, it's all part of the Dream once you put it into the Play Life Station.

NOTICE what you are doing and not doing.

NOTICE what is happening and not happening.

NOTICE how you **FEEL** while you are playing, or avoiding playing.

These are peak experiences, pivotal moments and growth opportunities.

YEAH!!! We LOVE Social Play.

Get ready to do it all again in your next session.

Choose your practice technique

Session #6 is going to be a little different than the sessions you have had so far. The basic flow and structure will be the same, but there is a twist. You will choose the moment or situation that you want to explore. And then you and your coach will choose which coaching technique you want to use together to practice.

You have experienced:

- **Peak Experience** – where you use your imagination to preplay a social play moment where you intend to be awesome and co-create the desired impact.
- **Role Play** – where you practice a conversation / relate for influence situation
- **Pivotal Moment (of choice)** – when you are experiencing the “Pull” between Self-Expression and Self-Preservation; explore the moment to discover your freedom of choice.

The idea is to start to be pro-active in knowing what you want to practice and HOW you want to practice it.

A quick note for going forward, in Sessions #8 and #9 we will do more advanced versions of these coaching techniques so that you will have even more options to choose from in the near future.

06-06) Co-Create Awareness of Growth Opportunities

This brings us to another review of the powerful coaching technique called: Co-Create Awareness.

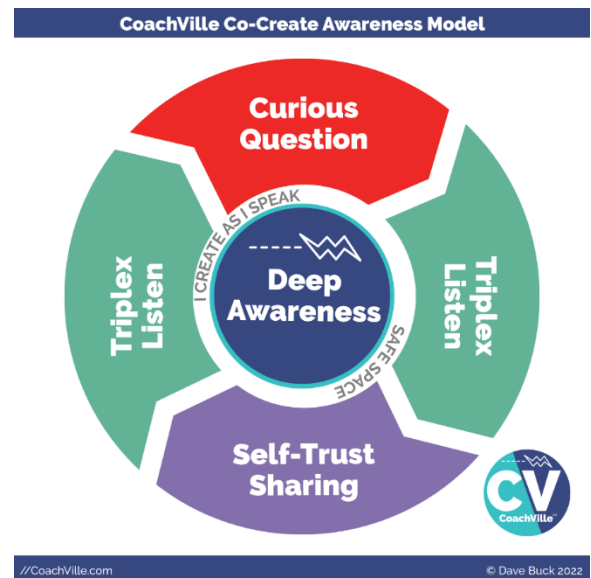
The purpose of the Reflection Conversation is to co-create awareness of growth opportunities.

In Transformation Coaching, growth opportunities look like:

- **Actions** that you want to do with more skill. This taps into your Urge to Become Superpower of Self-Expression
- **Approaches** that you want to do something in a new way. This taps into your Urge to Become Superpower of the Spirit of Play
- **Beliefs** that you want to upgrade. This taps into the Ability to Believe Superpower looking for both Self-Confidence and Self-Preservation. A vast number of our Beliefs are non-conscious. This is why we call it a Treasure Map. And as we talk about moments of play, our beliefs come into view. Then we have the opportunity to choose a new belief that is better aligned with your Dream. We will practice this in the next coaching session. AWWW Yeah!

Your coach is going to ask you a lot of curious questions; Listen to your words and energy and use their Self-Trust Superpower to share with you what they observe; often Beliefs that are popping up.

This leads to Deep Awareness over time as patterns emerge.



06-07) The “Treasure Map” of Problems

My friend and coach – the late Thomas Leonard; also, the founding father of Professional Life Coaching – always said that “coaching is NOT about problems. But, if your client wants coaching on a problem, make sure you are focused on the source of the problem and not the symptom of it.”



This is a very important idea that I took to heart. But it is not easy because finding solutions to problems is what everyday life is about in the Industrial Culture.

Remember this idea I shared with you in Chapter 1: if one person in a large group has a problem, then the problem is with the individual. But if several people in a group have a problem, then the problem is in the culture.

Over the past several years I have made a deep study of pre-industrial and pre-agrarian cultures, searching for clues to the source of the many problems we face in the modern (toxic) Industrial Culture.

From this study I have come to a profound conclusion.

There are SOOOO many “problems” in our Human experience today: anxiety, self-doubt, depression, bullying, addiction etc.

I assert that most of these “Problems”, are caused by the Toxic Industrial Culture, and the way it hierarchically controls and arrogantly neglects our Human Nature.



Notice that

Control and Neglect

are the opposite of

Be Free and Befriend.

(Freedom and Love)

This leads to my theory about the deeper value of Transformation Coaching in our world today. Rather than trying to fix the myriad of problems afflicting our Human Family, if we can restore our Human Nature Superpowers the “problems” will gradually disappear.

To me this means that if we together can co-create cultures that are re-humanizing it will cause a massive “healing” – or disappearing – of problems.

This is why we specifically did not start our adventure together by examining any of your “problems”, even if one was the cause of your “wake up call”. But now that we are on our way playing your Dream, and you have some awareness of your Human Nature superpowers, we can start an exploration to bring new awareness to some of the problems you have experienced.

With this in mind, I created a few charts called the Treasure Map of problems.

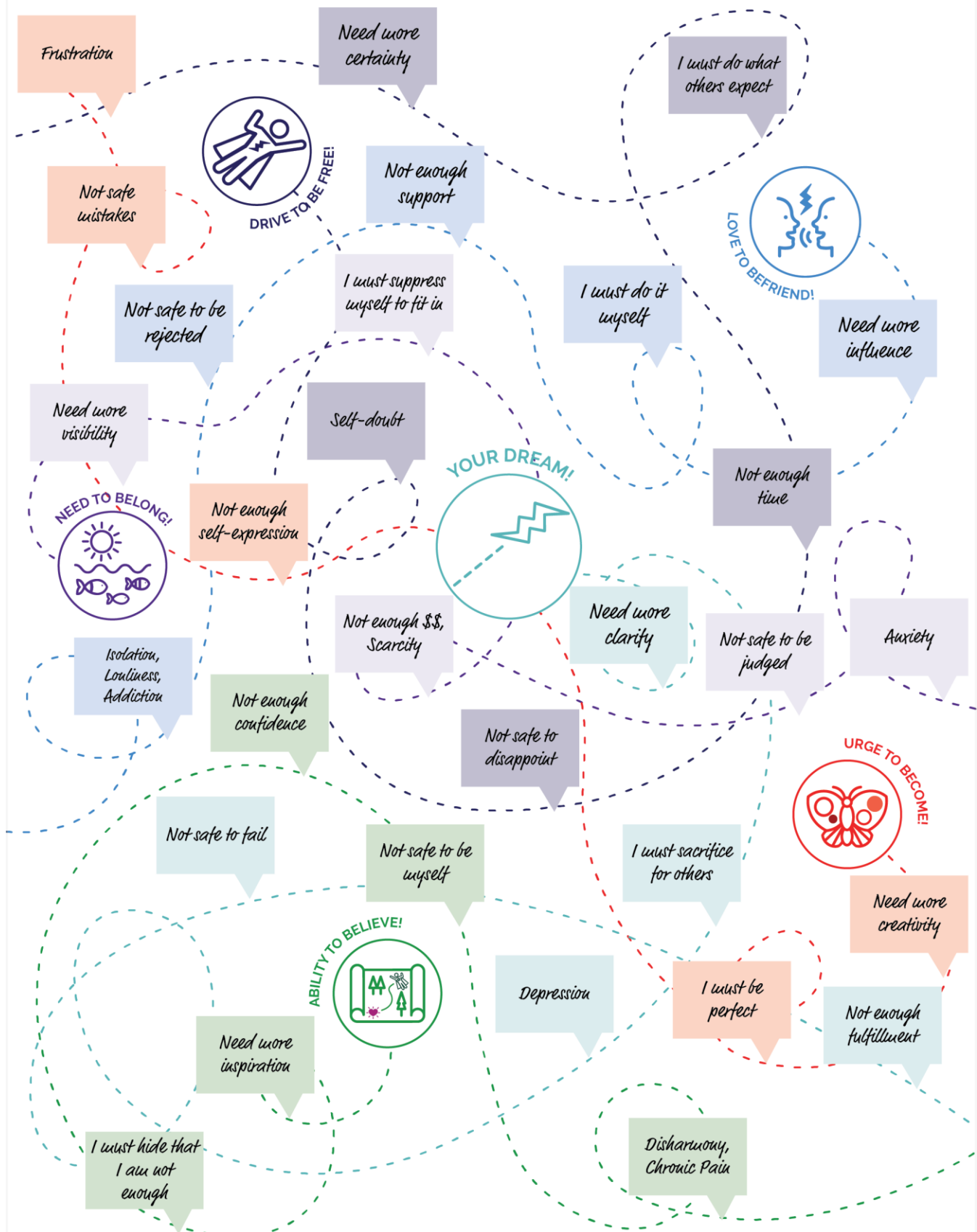
One of the charts is in a treasure map style, the other is in more of a chart.

The purpose is not to provide a diagnostic! BLAGH!! This is not what we do as coaches.







But rather, if you – or someone you know is experiencing one of these problems, it will give you clues about which Human Nature Superpower you can focus on restoring, to “disappear” the problem.


{Full Page Model on the Next Page}

Treasure Map of "Problems"



OK! Now that you had some fun trying to follow the swirly lines to find which problems lead to which superpowers... I made a chart for you that is easier to study:

Treasure Map of Problems Table						
Superpower		Dream Challenges	Industrial Mindsets	Scarcity Complaint	FEAR	Deep Trauma
To Dream 	Stress	Need more clarity	I must sacrifice for others	Not enough fulfillment	Not safe to fail	Depression
Be Free 	Procrastinator	Need more certainty	I must do what others expect	Not enough time	Not safe to disappoint	Frustration
Befriend 	Loneliness	Need more influence	I must do it myself	Not enough support	Not safe to be rejected	Isolation Addiction
Become 	The Eco	Need more creativity	I must be perfect	Not enough self-expression	Not safe to make mistakes	Self-doubt
Believe 	Self-sabotage	Need more inspiration	I must hide that I am not enough	Not enough confidence	Not safe to be myself	Disharmony Chronic pain
Belong 	The Beast	Need more visibility	I must suppress myself to fit in	Not enough \$\$ / Security	Not safe to be judged	Anxiety Bullying



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First of all, it's a Treasure Map. It is not meant to be definitive guide.

The BIG idea is that MOST Human Problems – and there are soooo many – can be traced back to the neglect and control of Human Nature.

Let me say that another way:

Almost all Human Problems have the same root cause:

The Neglect and Control of Human Nature.

When the needs of our Human Nature are neglected, it causes these problems.

When the expression of our Human Nature is controlled, it causes these problems.

So, while the pain and suffering that we all experience and observe in our toxic Industrial Culture is absolutely overwhelming, having a new idea about the cause can give us great hope and determination. It has for me anyway.

It is likely that your Lighting Bolt Moment included some of these problems. With Transformation Coaching, as you know, we don't attempt to SOLVE them; I truly believe that they cannot be "solved" in the traditional sense.

What we are doing together is DISSAPPEARING (and healing) these problems within our own lives – AND then within our culture – by restoring our Human Nature and Human Connection.

We can reverse the effects of neglect by co-creating coaching relationships and then more egalitarian partnerships.

We can reverse the effects of control by co-creating and practicing Human Connection Skills and social play.

We don't focus on the problems!

We focus on our Dreams; we restore our ability To Dream!

As we play our dreams, we discover and reclaim our Human Nature Superpowers; the 5 BE's.

When you experience ANY of these Human Problems personally, OR observe it in the people around you, you can get a clue about where to focus your attention by following the treasure map.

For example, the common problem of "not enough time" can often be "disappeared" by amping up your Drive to Be FREE.

So, instead of thinking: "oh I have a time management problem", try this: "I have a desire for more freedom to do what I feel is important or joyful for my Dream." Approach the desire thoughtfully, playfully and most importantly, co-creatively.

Again... this is a treasure map... NOT a road map.

Follow the clues and enjoy the adventure... together we can uplift our Human Culture.

And always remember... you are NOT alone.

WE get free together.

06-08) The Power of LOVE, judgment-free awareness and Post Traumatic Growth!

As you dive deeper into your Human Nature and the various social fears, doubts, beliefs connected to self-preservation and social safety instincts... a common element will be: the other people involved in these experiences!



It is valuable to – as much as possible – maintain a judgment free perspective toward them. Most likely they are a person who was hurt in some way and that led them to treating you in a hurtful way by controlling or neglecting you.

Just like we empower the saying: Free People, Free people!

It is also true that often: Hurt people, hurt people.

And Controlled people, control people.

We want to avoid making other people or groups the enemies or the “evil ones”. Similarly, while the Toxic Industrial Culture is responsible for a LOT of pain, we don’t want to get into a blame/shame mindset toward it. Our best play is to understand it, embrace what good has come from it... and PLAY HARD for the culture that we know will serve the Human Family WAY better: The Coaching Culture of Egalitarian Freedom!

So, the High School teacher who told you that “you will never amount to anything”, most likely had their dreams squashed by someone earlier in their life.

What we are aiming to do with Transformation Coaching is to “break the chain”. To uplift each other so that we stop passing the pain of Hierarchical Control and Arrogant Neglect on to the people around us. We can do it!

To approach pain-causing people and painful experiences from our past (and present) with this level of benevolence does require a fair portion of self-worth and self-love; which are associated with our Superpower “To Dream”. With support, we are all capable of doing this with and for each other.

Also, most of us have been pain-causers in difficult moments of our own lives in the past; the Industrial Culture puts us all into a whole mess of unfortunate situations. Again, self-love and judgment-free awareness are called upon.

Another SUPER powerful way to think of this is in the phrase

Post Traumatic Growth.

The fundamental idea here is that any time you – or your Human Nature – are controlled or neglected will be a traumatic experience. And... in the Industrial Culture these experiences of trauma are basically normal everyday life. This is why the Human Culture is the way it is right now... not pretty.

Once we have experienced repeated trauma our responses to similar situations will bring up doubt and fear – Post Traumatic Stress - and a whole host of other things that move us away from the Peak Experiences of our Dreams.

However, Post Traumatic Growth is possible!

The possibility of Post Traumatic Growth is that we are capable of growing through these traumatic experiences into a place of wisdom that is beyond what was possible without the original trauma.

After experiences of control and neglect, we are capable – with coaching! – of developing incredible strength with our Human Nature Superpowers.

With the Human Nature Superpower the Love to Befriend activated... which energizes Judgment Free Awareness of each other we can transcend the traumas caused by neglect and control.

AWWW YEAH!

Session #07 – Dream Refresh

(Co-Create Awareness Technique)

AUDIO PREP

[Listen to the prep audio for Session #07](#)

BONUS AUDIO

[Listen to an audio of Coaching Session #07 with Coach Dave and Player Mary.](#)

07-01) Prepare for Session #07 – Dream Refresh

First... the important items we explore every week...Take a look at your Play Plan play sheet from the week and select a few experiences to share with your coach.

1) WARM UP AND Dream Sharing

Every time you speak your dream out loud with your coach it gains energy.



2) CELEBRATE

Share a few awesome experiences from the past week of social play.

3) GROW from Play.

Share about your Insights ~ Actions and Results.

As you share about your experiences you will gain clarity and awareness!

4) Practice PLAN

= Dream Refresh then Co-Create Awareness

5) PRACTICE

5A) Dream Refresh

Prepare for this part by reviewing your coaching notes and play plans.

Results – What results have you co-created so far with Social Play?

What do you want to co-create over the next few weeks?

Mastery – What social play actions have you become more masterful with?

What social play actions do you want to master next through practice and playing in the world?

Becomings – Who have you become from the challenges that you have faced so far?

What do you envision for the next version of YOU as far as expressing your Human Nature Superpowers or unique qualities?

Transformation Coaching Session #7 Notes				Date:
1. WARM-UP and Dream sharing:				
2. CELEBRATE		3. GROW (from Play)		
4. (Practice) PLAN: <i>Dream Refresh and Co-Create Awareness</i>				
5. PRACTICE (Dream Refresh)				
Results So far: Next:	Mastery So far: Next:	Becomings So far: Next:	Experiences So far: Next:	
5. Desire or Situation New Insights?	Why Important Now? Growth Opportunity?	What New Action? Next Action?	Co-Create Magic 	
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:				

Experiences – What Peak Experiences have you enjoyed so far?

What are the next peak experiences you imagine for yourself?

What is your evaluation of how you have played so far?

What are some ways that you can play better?

5B) Co-Create Awareness

Come prepared with a Desire or a Situation that you want to explore for growth opportunities?

6) GROW (from practice)

Explore the growth zone to new clues on the treasure map. What did you learn about playing for your dream and expressing your superpowers?

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

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

Then write out your Social Play Sheet for the week ahead... this is such a good habit for your Dream.

Have an awesome session with your Coach!

07-02 Transformation from Problem oriented to Growth focused

Transformations:

From: Problem Oriented

TO: Growth Focused



And...

From: Fix your problems

TO: Play your Dream

We have a combo platter of transformations for you in this chapter! Both are aimed to help you stay on your adventure without turning back to problem land. As you play you will gain awareness about any problems that led up to your “wake up call.” That awareness is all you need for them to slowly fade into the background while your Dream takes their place center stage! I love a good theatre metaphor.

We explored the transformation from task oriented to growth oriented in Chapter 4. This is another important variation on this theme.

With the Dream Refresh Technique we re-emphasize with your player the value of Dream Orientation and playing our Dreams.

I know I say this often, but the Industrial Control Culture was rough on our Human Nature so we get this underlying feeling that “there is something wrong around here”. From there it is a short trip to seeing almost everything as some kind of problem to solve.

We do love figuring things out. But there is a difference between a puzzle and a problem! A puzzle is fun while a problem means there is something wrong.

We also LOVE to grow. This is our Human Nature Superpower “The Urge to Become” in action! This is our playful curiosity; but again, this often gets us into trouble in the Industrial Culture.

It is very common in our early days with coach that they will see the situations we are in as problems; and that we will see our lack of ability as a problem we need to fix.

So, your coach is going to keep gently reframing these propositions with growth orientation.

The problem situations are fun puzzles that are part of playing the Dream.

The needed abilities are fun skills to develop through practice.

The Dream Refresh encourages you to keep playing by continuing to refine and uplevel the Dream. As we play our Dreams we encounter new situations on a regular basis! New situations that “ASK” us to grow.

The Co-Create Awareness Technique is a way to reframe every new situation as a fun growth opportunity. We do this by tapping into the “fun puzzle” part of our brain and being.

Where is your attention going?

As you live your day, what is your attention on? Your problems? Or Your Dream?

In the Industrial Control Culture we learn to be problem-oriented. We learn to focus our attention on our problems to get them under control; or solve or fix them.

What we are suggesting is to start with your focus on your Dream; to play your Dream every day. Then if while playing your dream you experience a problem, use your creative problem-solving abilities to explore the problem like a puzzle. Find a way to grow while exploring ways to solve the puzzle.

The problem with problem orientation is that often it is self-perpetuating; one problem just leads to the next problem. When you play your Dream, the problems are puzzles that help you grow. When you are not playing your dream, and just surviving day to day, then the problems are just problems.

By switching to Dream Focus the problems you experience often lead to a Peak Experience of expressing your abilities in a new and growth-oriented way.

We talk about living your Dream with the metaphor of the “Play Life Station”. When you focus on your Dream each day, you can choose to see everything that happens around you as part of the Dream. Everything happening is asking you to grow or express your superpowers in some way.

07-03) Refresh your Dream: Peak Experiences, Playfulness and Superpowers

When we first activated your Dream in Session #1, we looked at it through the lens of your Human Nature Superpowers. This was purposeful. We wanted to avoid it becoming an Industrial Age objective, goal, task list or the dreaded KPI (Key Performance Indicators) BLAGH.



When you first Activate Your Dream – putting it into the Play Life Station – there is no way to know what is going to come at you!

And you are just starting to reveal some clues on the Treasure Map to reclaim your Human Nature Superpowers and other awesomeness inside you waiting to be expressed.

Now that you know more about YOU and more about social play and peak experiences, we can do a refresh of your Dream with a little more edge.

With your coach you will look back over the last five weeks or so to capture clarity and growth. And use these as a steppingstone for the next few steps on your adventure.

Now is a good time to pull out your weekly coaching notes sheets and play plan sheets!
You knew there had to be a reason for those. Here it is.

In the Dream Refresh we will use the ideas from the RACECAR part of the Transformation Coach Model.



Social Results

What are some of the results you have co-created with the world around you?

Anything in the areas of social play: Influence, Inspiration, Visibility and Change?

Are you letting go of the delusion that you need to be “IN Control” and embracing social play?

What are the next Results that you want to play for?

Mastery of Social Actions

What are some of the playful actions you have taken out in the world?

Anything in the areas of social play: Relate, Create, Explore and Experiment?

Have you been able to escape task-mode; at least a little bit?

What are the next set of Actions you aim to become more masterful with ... by practicing with your coach and playing out in the world?



Becoming through Social Challenges

What are some of the challenges that you have faced out in the world?

What are some of the challenges of “the Pull” between your Dream and Human Nature Superpowers of “Self-Preservation” and “Social Safety Instinct”?

Who have you become by playing with these challenges; How have you grown into the next version of YOU so far?



How have your superpowers of Human Nature been awakened?

Have you started to SEEK OUT growth-oriented challenges?

What do you see in your vision of the next version of YOU?

Peak Experiences & Evaluation



What are the Peak Experiences you have had so far?

Have you developed a better feel for how to evaluate your own play by observing your results?

What is most important for you to observe or keep track of?

What are the next Peak Experiences that you have in your vision of YOU at play in the world?

07-04) Co-Create Awareness Technique

How to turn any situation into an awareness of Growth Opportunities

Plan

Step #1) Describe

Describe the desire or situation that you want to explore.

Examples

A Desire: I want my podcast to lead to new clients for my business.

A Situation: I hesitate to invite influential people to be a guest on my podcast.

Step #2) Connect to the Dream

Why is this situation important to you NOW?

If the connection to your Dream is vague, talking this out will give the exercise a greater sense of purpose.

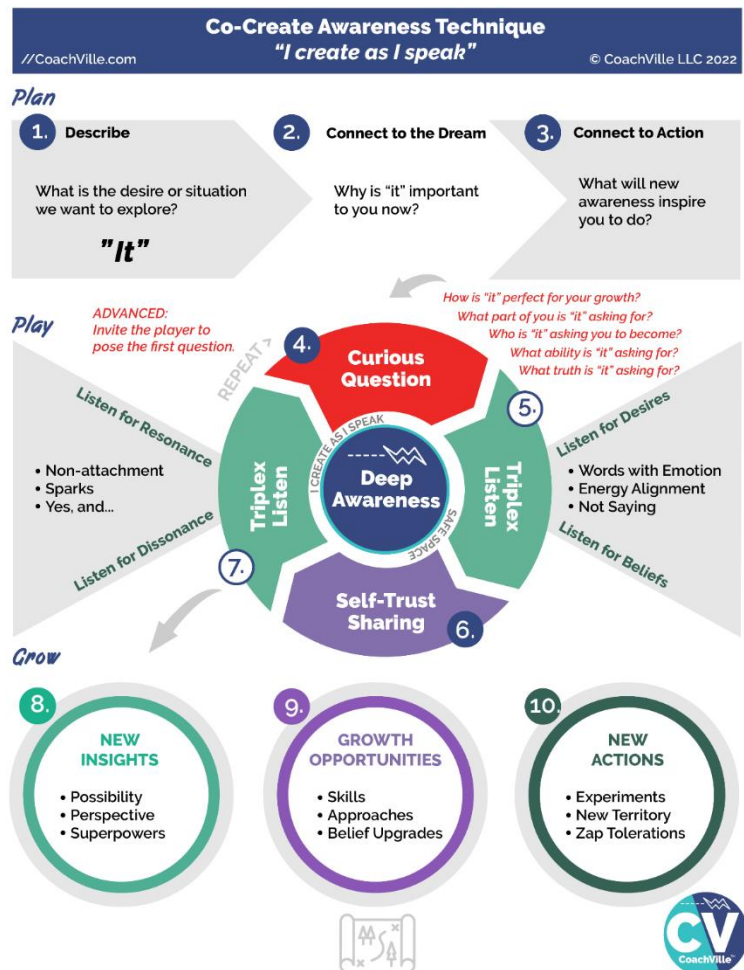
If the connection to your Dream is obvious or strong, speaking this out loud will energize the exercise.

Step #3) Connect to Action

What will new awareness inspire you to do?

Usually when something feels like a situation or an emerging desire, there is a new possibility coming into your awareness. Trying to put this into words at the beginning will add some clarity to what you are aiming for with the Technique. IF you can't see any action possibilities at the beginning, then be extra aware for them to pop up as you go along.

Play



Step #4) Curious Questions

Here are some classic curious Transformation Coach questions that are awesome for creating awareness. Don't worry that knowing the questions will reduce their impact! Even when you know they are coming, these questions go deep!

The BIG idea is this: When you Activate your Dream – AKA put it into the Play Life Station - EVERYTHING that happens is part of the Dream becoming REAL. We also refer to this as living your Dream NOW.

BUT, this perspective takes practice and attention. What we learn from the Industrial Culture is that everything should be under control or else you must be doing something wrong.

These questions help bring your attention back to the value of looking at what IS happening as a valuable part of your growth experience.

How is this situation perfect for your growth?

What part of YOU is this situation asking for?

WHO is this situation asking YOU to become?

What ability – or superpower – is this situation asking for?

What Truth is this situation asking you to see or express?

These are just a few examples. When you get into the flow of this exploration, often penetrating questions will pop into your mind or your coach's mind. Both of you can trust yourselves to pose these questions out loud!

Step #5) Triplex Listen (Part 1)

Listen for Desires ~ Listen for Beliefs

Words of Emotion ~ Energy Alignment ~ Not Saying

Triplex listening is a hallmark of Transformation Coach. Triplex listening is listening deeper than the words, you also listen for emotion and energy. You listen for what the other person is NOT saying; or what is missing. As you listen you hear beneath the words for emerging beliefs and desires.

You may have experienced your coaching saying to you: "I think I hear a belief in there". Or, "I think a desire is coming to the surface". Awareness of beliefs and desires – that are in the non-conscious part of our inner being - is illuminating and awakening!

This is how your coach is listening to you. AND you can begin to listen to yourself and others this way as well. WOW! So much becomes possible.

Step #6) Self-Trust Sharing

When two (or a few) people get into a deep purpose conversation with a safe space, amazing “things” can come through the people involved.

Self-trust sharing has a few elements.

- Sharing from the heart... something that you are feeling
- Sharing an “inkling” that is coming through
- Sharing from intuition... from a deeper knowing within
- Sharing from experience... when something important from your past experiences seems relevant to the situation.
- Sharing a reflection... when your coach is reflecting back on what you said from their perspective so you can hear it in a slightly different way.

Your coach is going to share these types of things with you. AND as you experience your coach self-trust sharing, you will begin to trust yourself to do the same.

This is how deeper awareness comes to the surface. Deeper awareness leads to more confident choices and actions. AWWW Yeah!

Step #7) Tri-Plex Listen (Part 2)

Listen for Resonance ~ Listen for Dissonance

Non-Attachment ~ Sparks ~ Yes, And

While your coach shares something with you that they are feeling, inkling knowing or connecting, you are triplex listening and then sharing back with your coach. Your coach triplex listens to you respond.

They are listening to notice if you were resonating with what they shared. If so, then you are both moving in a valuable direction with the conversation.

Or if you were feeling dissonance with what they shared. That usually provides clues for a better direction to move in.

Either is OK!

Your coach is listening with non-attachment. This means they are not going to be attached to what they shared or feel the need to defend what they shared. It's not about being right. It's about creating awareness; and revealing clues on the treasure map that leads to your Superpowers and your Dream!

Your coach is listening for sparks! This is when they say something, or YOU say something that has strong positive energy or sparks a new direction to the conversation that feels really valuable.

“Yes, and” is a conversational technique used in improv. It is a way to keep the momentum going in a conversation by adding on to what the last person shared. This can be powerful for you and your coach.

REPEAT

The sharing back and forth often leads to a new curious question that keeps the awareness moving.

Safe Space ~ I Create As I Speak

But the KEY to relating together in this way is the co-creation of a safe space for speaking with power.

This is not something that you can do by yourself, NOR is it something that just happens when you talk with someone you trust. Safe Space is another level because it is both judgment-free and generative! This is how we tap into the ancient power phrase: “I Create As I Speak”. Safe space, Triplex Listening, Curious Questions, Self-Trust Sharing come together to make it possible. This is why Transformation Coach is such a treasure.

Deep Awareness

When we do this together, Deep Awareness becomes possible. And from deep understanding comes feeling, connection and confidence. MOST of the time, this paves the path for new social actions and peak experiences.

A few concluding explorations help to embody the new awareness

Grow

Step #8) New Insights

Possibility – Perspective - Superpowers

What new possibility do you see for yourself?

What new perspective do you have about your situation / desire?

What did you reveal about your Human Nature Superpowers and how to use them?

Step #9) Growth Opportunities

Skills – Approaches – Belief Upgrades

What new skills do you want to develop / practice?

What is a new way you can approach fulfilling the desire or embracing the situation?

What new beliefs can you choose to better align with your Dream?

Step #10) New Actions

Experiments – New Territory – Zap Tolerations

What is a new experiment you can do? In other words, how can you do a social action that you know how to do, but do it in a new way?

What is a new territory you can enter? In other words, a new domain of social action; something you have never tried before.

Zapping a toleration is when you “clean up” something that is draining your energy. It can be a messy physical space, an unfinished project or a “messy relationship”.

AWWW Yeah! It’s an amazing process. Do it with your coach! Eventually, practice with your friends or team members.

07-05) The Human Nature Origin Story

Quick Dave Backstory

I have been an avid explorer of, let's call it "the Human Experience", since I was in High School. I studied Anthropology and Human Cultures in H.S and College (along with Computer Science).

In my 20's (this was the 80's) I was an AVID student of personal development programs via books, audio programs and seminars.

I started Life Coaching at the age of 35 with GREAT enthusiasm. I had some success in helping people accomplish their goals, but one question just kept bugging me:

WHY IS IT SO HARD TO LIVE OUR DREAMS?

And perhaps even more importantly...

**IT SEEMS LIKE WE ARE MAKING IT HARD FOR EACH OTHER... ON PURPOSE!
WHY ARE WE DOING THAT?**

We have a world full of people. And so many of us experience...

- Feeling that we are not free.
- Feeling isolated and lonely.
- Feeling that we are not enough.
- Feeling that we don't belong.

Is this "The Human Condition"? Or is there something else going on?

After Life Coaching for 20 years... YES... 20 YEARS... About 5 years ago I started connecting the dots...

a) how our cultures and individual lives are entwined in a complex way.

b) how our current Industrialized control cultures are the "CAUSE" of most of the "problems" we experience as individuals. But for some reason when we experience a problem, we think the solution is we need more control.

This rekindled my curiosity for understanding the human experience before our cultures got so complex and hierarchical; say 2 to 5 thousand years ago.

In exploring books and descriptions of hunter-gatherer cultures and (what are often referred to as) indigenous cultures and then looking at my thousands of coaching sessions through this lens, it all started to click together for me.

What I am going to share with you are observations. I am not trying to present anthropological "facts" to you. And while it might seem harsh, what I am aiming to do is to spark some deep curiosity about the cause of the problems you face and WE face together.

The basic premise

Here is my basic premise which has become a core foundation of Transformation Coaching.

Human Nature is AWESOME. We are born Awesome.

Human Connection Super Skills are natural to us and become powerful with practice.

If we had cultures that freed and loved our Human Nature, we would ALL live our Dreams peacefully and happily in a world where everyone is cared for.

If we had cultures that embraced and expressed our Human Connection Super Skills, we would ALL live our Dreams peacefully and happily in a world where everyone is cared for.

This culture only exists in very tiny pockets of people separated from the Industrial World. In our Industrial Culture it does not exist, but we are capable of co-creating it!

What we have right now is a complex web of cultures – family, community, company, region, country – where, for the most part, our Human Nature is BOTH neglected and controlled.

I call this: arrogant neglect and hierarchical control.

In this web of neglecting and controlling cultures – THAT WE DO TO EACH OTHER – we experience an ever-expanding matrix of pain and problems. (Note: in Transformation coaching we explore this at the personal level as a treasure map that leads us back to our power!)

I believe Transformation Coaching is a catalyst to understanding Human Nature and upleveling our cultures to embrace it. By using our Human Nature Superpowers and Human Connection Super Skills for good we can disappear the problems that vex us and co-create an amazing world of empowering cultures together.

You are a part of it!!!

I use different words to describe this shift, but one I feel hones in on the essential transformation:

From: Control and Neglect of Human Nature

TO: Free and Love of Human Nature

Quick Human Nature Backstory

We are the descendants of thriving Hunter-Gatherer Humans!

You are here on the Earth, reading (or listening) to this so that means you have Hunter-Gatherer Human Nature in you. It's IN YOU!

Of course, we are not going back to a Hunter-Gatherer lifestyle. Nor to the Farming-Small Village lifestyle that came after that. However, we have the ability and resources together to transform our cultures in a way that plays to our strengths and stops causing the problems we experience.

This is the purpose of Transformation Coaching!

Here is a collection of observations of the human experience in a Hunter-Gatherer Culture to paint a contrast with our Industrial Control Culture

Culture Themes

The history I was taught was that pre-civilization humans were savages running around trying to kill each other all the time. This is BULLSH*T. This Is not what happened.

Communal Society - Humans lived in groups of 50 – 150 individuals. We lived in communal dwellings and migrated from place to place for more abundant food. Even cultures with permanent family unit dwellings were still organized for communal living. Over time these groups loosely organized into incredible egalitarian collectives trading ideas and resources.

Party Time! – When one group of Humans crossed paths with another group, the most likely outcome was something we would call a party. It was a rare and thrilling opportunity to meet new people and exchange language, stories, ideas and tokens.

Relationship with the Natural World - Humans feel that they are part of nature rather than in control of nature. They treat the resources shared by all, and the natural world around them in general, with great respect, even reverence.

The basic culture was based on Egalitarian Freedom PLUS Collective Care.

Egalitarian Freedom: No one feels that they can or should control another person. Even parents of children don't assume control over them. (more about that in a moment) Everyone believes that they are free to participate within the group as they choose.

Collective Care: Everyone is cared for. Everyone eats. Most everyone participates in some aspect of hunting and gathering of food or in some other meaningful way and the proceeds are shared by all.

Property Ownership Did NOT Exist - Humans had very few possessions, just a handful of tools and tokens, but were surrounded by the people of the group. Humans would never imagine "owning" the land or the natural resources around them.

Lifelong Relationships - Everyone knows everyone in the group. Most people know each other quite intimately through a variety of shared experiences. There is rarely a sense that one person “owns” or is “in control of” another person’s behavior or choices.

Survival - survival depends on staying connected with the group. So, we developed a strong capability for maintaining a sense of belonging with the people around us.

Understanding the early years of Hunter-Gatherer life is especially important for understanding our Human Nature and the problems caused by our Industrial Control and Neglect Culture.

Let’s look at this from an individual perspective.

For the first 2 years you are carried everywhere.

There is almost always someone holding you. Sometimes by your mother but most of the time by others in the group. Modern observers of these groups remark that you almost never hear a baby cry.

Mothers feed their babies, but the whole group cares for the babies. You have probably heard the phrase: “It takes a village to raise a child”. This is how Humans lived for all of Human History until the last few thousand years. Then it became the responsibility of the biological parents to raise the child.

You were carried by most of the group members that are more than a few years older than you.

This “carrying”, or “babes in arms”, experience creates strong belonging and care among group members.

At about 2 you start toddling around...

There is always someone watching over you, playing with you, talking with you. Mostly the older children within the group.

Being watched over and played with by many in the group continues to build belonging experiences.

4-13 = Everyday play! (For 10 years!)

By 4 you are walking and talking and know how to get along and keep up when the group is on the move.

You are expected to choose your own adventure every day when the group is not migrating to a new location.

Your freedom is respected. Your self-expression is encouraged. The young Humans are not supervised by adults! The older children watch the younger ones. And the younger ones become the older ones.

You play with the other children and co-create adventures and activities. Every day is another day of co-creation. These childhood friendships become lifelong bonds of co-creation. When children engage in long term free play without adults, the object of the game is always to keep the game going. Everyone engages in keeping the game “fun” for everyone so that everyone wants to keep it going. Play for Hunter-Gatherer children is wildly social and co-creative.

You learn to skillfully navigate your own desires with those of other children. You fluidly choose among activities and companions on a daily basis.

There are all sorts of dangers in the natural world, but the older children pass this knowledge on to the younger children through everyday experiences. Often you “dose yourselves” with fear by doing things that are a little more scary than you have done before.

You watch the adults co-creating together and treating each other with care. Then, you role play what you have seen with your friends. By observing and practicing you become capable of doing what others in the group do. You learn how to be a valued member of the group and you learn to appreciate the value of everyone else. Contributing to the group is a strong desire within everyone.

You also observe how the older humans care for the common resources and respect their place among all living things.

You participate in carrying babies and watching over toddlers which creates belonging between you and those younger than you. You KNOW how to do it because you experienced it every day when you were a baby and toddler. AND you learn by observing others do it.

Conspicuously missing: adults forcing little humans to sit down, shut up and listen to a lecture!

This way of growing up works beautifully for nurturing the Superpowers of Human Nature and the Super Skills of Human Connection!

We learn best by doing new activities with someone who is a little bit ahead of us.

AND by guiding someone who is a little bit behind us.

This is all day everyday as a Hunter-Gatherer child.

And a side note: this is why coaching is transformational for both coach and player!

You reach (approximately)14 years of age.

You are considered a fully capable member of the group.

By now you are participating fully and contributing your unique abilities to the collective efforts of food, shelter, care, celebrations and group decision making.

Human Nature Superpowers

Here is a quick overview of the Human Nature Superpowers of an “average” 14-year-old Hunter-Gatherer:

Ability to Dream

Choose your desires – your desires seem natural within you.

Self-worth – you have it from all of your adventures with your friends

Self-Love – you have seen it demonstrated to you and now you have it.

Drive to Be Free

Choose your adventure – you are capable of waking up and creating your day while embracing the challenges that arise.

Self-determination – fully intact.

Self-trust – you trust yourself to be creative and capable in any situation you encounter.

Love to Befriend

Choose your companions – you are very fluid in joining in with others; choosing others to do something with you or being chosen to do something.

CARE (give and receive) – you are well versed in caring and being cared for by the others in your group. You also care for shared resources.

Co-Create – you are a MASTERFUL and joyful co-creator enjoying the experience and the other people involved.

AND... you are a GENIUS at navigating your own desires for both freedom and friendship from 10 years of daily practice.

Urge to Become

Choose your practice – you know how to be resourceful in learning to do something you want to do. You learn by watching others and also by experimenting with your own ideas.

Self-expression – you have honed your unique voice and abilities and enjoy sharing what you create. Through life you continue to grow and contribute in different ways to the collective.

Spirit of Play – it's all you know! You play everything.

Need to Belong

Choose your environments – together, with the group, you choose when to migrate and where to settle next. You have skill in choosing environments with plenty of resources. Humans who stay in one place over a long period of time also demonstrate skills in creating safety, abundance and comfort in their environment.

Social Value – you have developed your unique value within the group since you were a small child. You know the value and abilities of the others in your group.

Social Safety Instinct – you are adept and maintaining your connection to the group.

AND... you are a genius and navigating between becoming your unique self, embracing the unique value of others while at the same time co-creating belonging within the group.

Ability to Believe

Choose your beliefs – through stories you have shared beliefs with the group. In addition, you have an abundance of non-conscious beliefs developed through a lifetime of playful experiences; your non-conscious beliefs generally encourage your value to the group.

Self-preservation – you know how to be safe in the natural world and among your human companions. You can read the intentions of another Human almost instantaneously and act accordingly. Violence among humans is very rare because the risk of personal harm is too great and truly there is very little to fight over.

Self-confidence – you know how to do many things and you are confident in your ability to respond to new challenges and learn new activities.

Human Connection Super Skills

Here is a quick review of the Human Connection Super Skills of an average 14-year-old Hunter Gatherer

Explore for Visibility

Exploring your connections with the 150 or so individuals in the group to see and be seen is an essential survival skill. Looking out for each other becomes natural. Being seen and known by everyone for your unique abilities and contributions is a regular practice.

I imagine that in a group this size you are closer to some individuals than to others and that your close or loose connections shift over time.

Relate for Influence

When you engage and explore with a group of people every day relating for influence becomes very fluid. Sometimes you are influencing others for something you want to do with the group. Other times you are being influenced by others. Asking for what you need and offering what you have are an essential part of caring for each other.

Co-create for Inspiration.

Co-Creating experiences together is an everyday occurrence. With imagination and togetherness, you will rise up to various challenges of securing food, shelter but also discovering new ways to make things or do things. Sharing stories to inspire safety, wisdom, belonging and entertainment is a developed skill as well.

Experiment for Discovery

In a group where everyone wants everyone else to be their unique awesome selves so that they can maximize their contribution to the group there is a lot of freedom to experiment. When we feel free, our imagination and curiosity can be used for great effect for the greater good.

In the Industrial Culture of Control and Neglect

Obviously, our world is very different to that of our Hunter-Gatherer ancestors. What I am going to do here is just point out elements of the way we live in our Industrial Culture that cause the most trouble for our Hunter-Gatherer Human Nature.

Also, this is my view of the Industrial control culture in the USA. It may not be like this where you live.

Culture Themes

Complex society – We live in a complex web of connected and overlapping cultures. We have cultures within families, towns/cities, companies, geographic regions and countries. In the US most people live in what is called a “single-family” house or an apartment within a shared building. In either case there is a general sense of isolation or privacy from the people who live near us.

Constant violence – There is ALWAYS a place in the world where one group of people have been made to believe that they must risk their own lives to fight to kill the people in the other group. Also, there is daily news about individuals experiencing violence. This “violence in the news” creates a daily confrontation with our ability to care.

The Natural World – Humans have come to believe that there is a hierarchy to all things in the world and Humans are at the top of the hierarchy. They also believe that everything and every place is owned by someone and can be bought and sold.

The basic culture is based on Hierarchical Control PLUS Individual Responsibility.

Hierarchical Control – In every group – but especially in families, schools, companies and communities - there is someone in control of everyone below them in the hierarchy.

Individual Responsibility – Everyone is tasked with taking care of themselves. Each must do some work to earn money that is used to provide food, shelter and the many other necessities of life for themselves and their “dependent” family. The goal is to have money left over to buy “things” and entertainment.

Constant competition and punished for collaboration – From our first days in school, and often within our families as well, we are taught that we are all in a fight for scarce resources or superior status. Only X amount of students will be in the “smart group”. We are constantly tested and ranked against each other in every school subject. We are punished for helping a friend with a worksheet or homework.

Property Ownership - Consumption and Possessions - In America, the people are referred to as “consumers”. (a term I personally despise) We live to buy, and be surrounded by, things. Things are made cheaply so that they are fairly quickly turned into trash and something new must be purchased. Everything and everywhere is owned by an individual or a company or a government.

Transactional Relationships – We tend to work with people in a transactional or transient way. Most people live, work and participate in communities where they are surrounded by people that they have known for a short time or don’t know at all. Some people have a small group of short and long-term intimate connections.

Survival - depends on staying in control of your financial situation so that you have access to food and housing.

Here is the flow of early life in the Industrial Control Culture. From a Human Nature perspective... it’s not pretty. And a very important point here: this is not about any individual person’s parenting abilities. Our Industrial Control Culture literally makes parenting – mothering especially - an impossible situation.

“We know that it takes a village to raise a child, but the village is gone.”

Here is Industrial Control culture from an individual perspective.

Born

You spend a lot of time alone in some form of cage; crib, pen etc.

You cry A LOT. For a baby human's instincts, being alone means that you were left behind and survival depends on crying out so that someone will find you. You live with this constant recurrent need to scream for your life.

You are sometimes carried by mother, sometimes by the father and possibly older siblings or family members.

The mother and father are "in charge" of you and responsible for caring for you.

By about 2 you are toddling around

Sometimes your mother, or another person, is playing with you.

Lots of times you are alone in a cage "for safety" from all of the dangerous inanimate objects in the home.

You are in a small family in an isolated house/apartment. You are not part of a collective.

Lots of times you are staring at a screen with all sorts of mayhem happening.

By 3 or 4 you are put on a schedule

Wake up at 7; get dressed by 7:15; eat breakfast at 7:30; leave for daycare at 7:45; Get to daycare by 8 AM.

You have NO FREEDOM.

You are trained to be obedient.

At daycare you are constantly watched over by an adult and you can play with other children but in a restricted and supervised environment.

5 – 13 = School

By 4 or 5 you are sent to school.

The group is organized by hierarchical control. There is always someone in charge of the other people.

Children learn to obey commands; to sit down and be quiet and obey the teacher.

If children try to play at school, they are shamed. Unsupervised free play with other children is almost non-existent. Some children are able to freely play with other children in their neighborhood after school for an hour or two; but this is rarer with each passing

year. For many children, after school is adult supervised activities and homework assigned by the adult teachers.

When children do have “free time” it is often spent in isolation.

The children are subjected to cognitive testing at school on a regular basis. Helping or being helped by others is **STRICTLY PROHIBITED**. If you get the correct answers you are praised. If you get the wrong answers, you are shamed some more.

The children are grouped with peers of the same age and an adult teacher. So, they are denied the vital experiences of learning from those a few years older and guiding those a few years younger.

Co-creation is demonstrably frowned upon; it is called **CHEATING**, the worst of crimes at school.

When children play in an environment of adult control or supervision, the object of the game is the attention and approval of the adult.

Most children (by age 10) engage in fierce competition for the approval of adults, the parents, teachers, coaches and performance art directors.

Even when children are playing with their peers in an unsupervised setting, they are in constant fear of doing something wrong and getting “in trouble”.

Children witness a fair amount of violence (often a LOT) and control among people and on screens.

Social Media adds to the fierce competition for peer approval; mostly based on physical appearance or popularity.

By the age of 14 the Humans are a mess! They have maladapted to control and neglect.

But they are not ready to participate in the real world. Now they have 4+ more years of compulsory obedience training and even more fierce competition among their peers.

Human Nature Superpowers

At this point here is a quick overview of the Human Nature Superpowers for Industrial Control Culture 14-year-olds. This is not about any individual teenager, but rather the general overall effect the Industrial Control Culture has on us at that age.

Ability to Dream

Choose your desires – by 14 most have been convinced that their desires need to conform to what is practical in the Industrial Work Culture.

Self-worth – most are in serious doubt about their worth. While some have a vague notion of being popular, popularity is tenuous at best.

Self-Love – umm no.

Drive to Be Free

Choose your adventure – obey the rules and follow along. Often freedom is expressed through rebellion.

Self-determination – either squashed or channeled into something with adult approval.

Self-trust – near ZERO.

Love to Befriend

Choose your companions – loose, temporary, functional friendships are the norm. Mostly it's competition.

CARE (give and receive) – You can't really care too much about other people because they come and go AND because they are your competition.

Co-Create – Because they have been almost completely deprived of free social play, they have NEAR ZERO ability to co-create with others. There is some co-creation on athletic teams, but even on teams there is tremendous tension between co-creation and competition between team members.

Because they have been almost completely deprived of free social play, they have NEAR ZERO ability to navigate between their own desires and those of others.

Urge to Become

Choose your practice – mostly obsessive and isolated or fueled by a battle for adult approval.

Self-expression – seriously constrained; or rebellious.

Spirit of Play – only in competitions. Otherwise, play is seen as frivolous. We are taught that we need to be serious to be taken seriously in the Industrial Job Market.

Need to Belong

Choose your environments – most are engaging in social networks that appeal to their need for approval.

Social Value – most people feel misunderstood and that they don't really fit in.

Social Safety Instinct – most feel they are in a competition for approval and status.

Because they have been under control from birth and in competition for approval from the age of 5, they have very little sense of their own value to themselves or within the group; nor do they appreciate the value of others.

Ability to Believe

Choose your beliefs – most believe what they are told to believe in order to maintain belonging. Critical thinking – and choosing beliefs - is almost non-existent.

Self-preservation – is running rampant because no one feels safe in their belonging. Fear rules the day.

Self-confidence – mostly non-existent. Most move back and forth between the extremes of self-doubt and ignorant arrogance.

Our non-conscious beliefs are formed through our experiences within the culture and what we witness in the culture around us.

- They have seen people treating each other with violence and neglect
- They have rarely seen people doing the activities of life together because they have been separated from the “working world”.
- They have seen that some people have a lot, and many people have nothing and are not cared for.
- They have spent a huge amount of time staring at a screen.

The average 14-year-old non-conscious beliefs are full of:

- doubt about their self-expression
- anxiety about making mistakes
- fear of not belonging
- fear of not being valued

Human Connection Super Skills

Here is a quick review of Human Connection Super Skills of average 14-year-olds.

The combination of Industrial Neglect and Control with Hyper, global online connection is very complicated. Of course, they are amazing doing their best to find their way to a better world.

Explore for Visibility

They have seen so much of the world on their little screens. So, it would be normal to feel like they have seen everything when, in reality, they have seen very little. I am sure this is confusing.

It seems like most teens feel that they are not seen while at the same time being over-exposed on social media; they have been on camera and recorded since Day 1. It's a strange and confusing mix.

Relate for Influence

It seems like most teenagers are engulfed in the transactional nature of relationships online, with online influencers everywhere. They can accumulate likes but it's not so easy to ask for what they really need or invite others to participate in something. It appears to be hyper-competitive rather than connected.

Co-Create for Inspiration

The tools to create recorded content are incredible, and they know how to use them. They know how to create something for others to experience later.

It seems like the ability to create experiences together in real time is dwindling. They are all so busy looking at their phones.

I also wonder if creating for popularity or approval is a different vibe than creating for inspiration.

Experiment for Discovery

I think this is one area where some teens of today are thriving. With their tools and access to everything there are a lot of incredible experiments happening. Yeah!

At the same time, when you become addicted to everything you do or create being "liked" it can degrade into conformity pretty quickly.

So NOW what do we do?

Normal vs. Natural

The good news is that our world presents each of us with truly amazing possibilities to play our Dreams... for growth, exploration, self-expression and connection.

The bad news is that our Industrial Control Culture normalizes ways of being that are NOT natural; ways that are quite brutal on our Human Nature! And this brutality bears out in the myriad of personal and systemic problems in the Human Experience.

The good news is that our Human Nature is so persistent that it remains in all of us, vital and ready like our beating hearts!

So here is my idea...

1) With Transformation Coaching we can uplift the Human Nature within each other. IMPORTANT: Uplifting Human Nature is a guided and co-created experience; it is not "Self-Help".

With Transformation Coaching Techniques we can practice Human Connection Super Skills. With practice anyone can become a superstar of Human Connection.

We can all rise up and lift others up!

2) When more of us are embracing and expressing our Human Nature in small groups, we can positively impact the families, communities and companies around us.

And more good news is that WE are MASTERFUL culture creators. So, WE can be the ones to uplift our culture together into alignment with Human Nature and skills of Human Connection.

Yeah Team!

In the meantime... it is essential that we play our Dream and inspire others to join us.

Let's Play.

07-06) Get Your Human Nature Back!

When you signed on with your Transformation Coach there was a purpose behind it. You had your "Lightning Bolt Moment".

You desired to:

- Accomplish something
- Experience something
- Get better at something
- Change something

You probably didn't think:

“Oh, I need help unleashing my Human Superpowers!”

“Oh, I want to practice my Human Connection skills”.

LOL.

True. However, to get that “something” you desire, that is exactly what we need to do.

And not only will it energize the path to the “something”, it will also open doors to amazing new possibilities!

To create change we need to unleash our Dream AND all five “BE” superpowers!

- We need self-trust and self-determination to BE FREE to move in a new direction
- We need caring companions to BEFRIEND and share the adventure with us
- We need to play - A LOT - to BECOME the next version of ourselves.
- We need to BELIEVE in our own dreams. This is what this program is focused on. Then we need to explore our beliefs and choose the ones that we need to uplevel to play our new dream. BIG point here: you can choose to uplevel your beliefs; they are not fixed a certain way. This is an essential element of Transformation Coaching!
- We need to find or create a new environment of profound BELONGing where we are supported and challenged to become the next version of ourselves, where we feel safe to be our Superpower selves!

To Play our Dreams in the social world, we all need to:

- Explore for Visibility
- Relate for Influence
- Co-Create for Inspiration
- Experiment for Discovery

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 talk a lot about our BIG Dream at CoachVille to guide the Human Family out of the Industrial Control Culture into Egalitarian 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.

Activate Your Superpowers

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 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.

Transformation Coaching Starts Here

While your coach is guiding your path to living your Dream, at the same time they are exploring clues with you to discover your Superpowers on the treasure map.

You have probably experienced some of these already.

As we move along, I will share a few thoughts about reclaiming your Superpowers as well.

To Dream

Your coach will encourage you to play your Dream – **EVERY DAY!!**

Drive to BE FREE

Your coach has encouraged you, but you needed the Self-Determination to say “**YES**” and get started. Yeah **YOU!!** As you practice social play with the Transformation Coaching techniques your Self-Trust expands as well.

Love to BEfriend - Co-Creation & Caring

Your coach has been super-focused on establishing a safe-space of mutual caring so that you can practice social play. Your coach will be your co-creative partner every step of the way as well. Mostly you will co-create practice experiences and awareness that will accelerate your growth. Over time your mutual caring will develop even more.

Urge to BEcome - Promote Playfulness & Self-Expression

This is essential because coaching and playing go hand in glove since the purpose of coaching is playing better. With your playfulness you can go out into the world for peak experiences. Remember, a peak experience is when you feel that you are being AWESOME!

Over time your self-expression will emerge.

Ability to BELieve – Reveal and upgrade your beliefs and desires

Transformation Coaching is about living our dreams! You can start with even the smallest amount of self-confidence and the smallest inkling and grow it into a BIG Dream.

As you practice life with your coach and deep dive on conversations, your beliefs and desires will come into awareness. This will give you the opportunity to choose the ones that align with your dream and slowly release the ones that don't.

This program is designed to energize your Dream AND expand your ability to believe in your own dreams.

As you play in the world the pull between self-confidence and self-preservation will reveal itself. Hah! You probably know this by now.

Need to BELong - Profound Belonging for Super YOU

To thrive you need a place of profound belonging for your Dream, Super YOU and... EVERYTHING!

Your coach will start by creating a “safe space” – a judgment free space – where your self-value is experienced; a place for you to express your dreams and practice being the next version of YOU!

Over time, as your sense of self-value grows from your time with your coach you will begin to bring your expression of Human Nature and your Dreams out into the world so they can find where they are valued by others, where they BELONG!

The BIG awareness, that emerges over time, is how profound and influential our Social Safety Instinct is in our lives. One BIG value of transformation coaching is to bubble these “instincts” up to awareness so that you can choose if they are serving your Dream or NOT.

07-07) The Coaching Culture Transformation Chart

From: We are individuals who have to make our own way in the world

TO: We can co-create a culture that honors and promotes Egalitarian Freedom

When you play for your Dream with a Transformational Coach, YOU become a light for Egalitarian Freedom. YOU start a ripple effect that goes out to the people in the world around you.

Egalitarian Freedom = Each individual knows that they are FREE; AND each of us honors the freedom of ALL other people; AND each of us participates in caring for the collective. Everyone is included; Everyone is valued; No one is left out.

It’s a BIG DEAL.

Also, as you play for your Dream, even a little bit, you start to notice how control has gotten into us because it is the status quo in the world around us. We aim to change that, and YOU are a part of the change.

The purpose of this chart is to create awareness of the elements of the Industrial Culture that we aim to leave behind with our global movement to co-create coaching cultures in every family, school, community, company and ... (eventually) country.

The important thing is that you don’t need to do anything special. Just keep playing your Dream and sharing with people you know about what you are doing.

If you want to be even more proactive, I will share with you about that at the end of the program.

Yeah Team!!!!

This chart reveals the CO’s of the Industrial Culture compared to the 5 BE’s of the Coaching culture.

LESS	MORE
Industrial Control Culture	Egalitarian Coaching Culture
Dehumanizing Authoritarian Control & Hierarchies	RE-Humanizing Egalitarian Freedom &Co-creation
OBEY Authority Follow the rules / authority	<i>PLAY for your Dream</i> Choose your Desires ~~ Self-Love ~ Self-Worth
CONTROL Do it the way I tell you to do it Don’t do anything against my rules	<i>Drive to BE free</i> Choose adventure ~ Self-trust ~ Self-determination

<p>DOMINATE I have the power to control you physically, economically or emotionally</p> <p>COMMAND Do what I tell you to do</p> <p>COMPLIANCE Do it right or you are IN TROUBLE</p> <p>MANIPULATE You believe what I tell you to believe</p>	<p><i>Love to Befriend</i> Choose your companions ~ Co-create ~ Care (give and receive)</p> <p><i>Urge to Become</i> Choose your playful practice ~ Self-expression ~ Spirit of play</p> <p><i>Need to BElong</i> Choose your environments ~ Social-Value ~ Social Safety Instinct</p> <p><i>Ability to Believe</i> Choose your beliefs Self-Confidence ~ Self-Preservation</p>
The world is a school / job	The world is a playground
<p>Industrial Culture Coaching – 2 flavors</p> <p>Expert Authority: Sequence of video with checklists and Q&A about how to fix what is wrong with you; The expert is ABOVE the client.</p> <p>Humanism: Coaches only ask questions so clients can solve their own problems. The coach suppresses their human nature to serve the client; (is BELOW the client)</p>	<p>Transformation Coach</p> <ol style="list-style-type: none"> 1. A personal, egalitarian relationship 2. Of guided practice and playful co-creation. <p>For the player...</p> <ol style="list-style-type: none"> 3. To become the next version of themselves 4. In Pursuit of playing their Dreams better
<p>International Coaching Federation</p> <p>Partners with the client to define what the client believes they need to address or resolve to achieve what they want to accomplish in the session</p>	<p>CoachVille Transformation Coach</p> <p>Partners with the PLAYER to define what the PLAYER believes they need to CO-CREATE or PRACTICE to achieve what they want to accomplish in the session</p>

The new Transformation Way of coaching.

The way of life and personal coaching that came out of the 90's had a strong flavor of Industrial Control.

It can be summed up by this phrase from the International Coaching Federation description of coaching:

Partners with the **client** to define what the **client** believes they need to **address** or **resolve** to achieve what they want to accomplish in the session.

This “way” of coaching served its vital purpose in the world: It was a steppingstone to the type of coaching needed for us to Guide each other out of the Industrial Age into the Connected Age.

The WAY of Transformation Coaching can be explained by changing just 3 words from the (ICF) version:

Partners with the **PLAYER** to define what the **PLAYER** believes they need to **CO-CREATE** or **PRACTICE** to achieve what they want to accomplish in the session.

The way of Industrial Culture “coaching” was about addressing and resolving problems with a client.

The way of Transformation coaching is about co-creating and practicing social play with a player.

It’s just 3 words, but it changes the vibration:

Clients address and resolve. (Get the situation under control and solve the problem)

Players co-create and practice. (Unleash our Human Nature and play for peak experiences)

Transformation Coaching provides a “Way of Being” that restores all that is vibrant and good in our Human Nature and provides the foundation to co-create a Culture of Egalitarian Freedom.

07-08) Social Play Plan Playsheet ~ USE IT!

I showed you this Social Play Plan Playsheet in the Introduction. And you were probably thinking: “I have no idea what this means!” That was pretty much true then. But not now!

So I am going to make another push for you to use the weekly play plan playsheet for notes. The BIG purpose is to set intentions and remember the situations you want to explore with your coach.











Your Coach and I have been encouraging you to use the Social Play Plan Playsheet. At the beginning it probably seemed strange to keep track of your Social Play. Yes, I know, typically we were taught to keep a task list and cross things off. But play is different. As a player you don't cross things off... you make observations about what happened... and didn't happen.

Keep it near you!

I find it super helpful to keep this piece of paper near me during the week. (I am oldschool and write lots of things in notebooks) But even as I evolve into “Evernote” I still keep this paper in front of me specifically for my Social Play Actions.

It helps to remind me to engage in Social Play... and stay out of “task mode”. For example even as I write this I have choices. Is this a task I am trying to finish today? Or... am I creating this chapter to inspire you... AKA Social Play. The more often I stay in the Social Play zone, the more uplifted I feel.

This is the BIG IDEA. You don't use this like a task list where you write down everything you plan to do. You **ONLY** use it for Social Play. And if you are doing lots of social play each day, then you would uplevel to only writing out the items that have a growth edge for you.

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

Session #08 - Play for “YES”

(Role Play + Pivotal Moment Technique Combo)

AUDIO PREP

[Listen to the prep audio for Session #08](#)

BONUS AUDIO

[Listen to an audio of Coaching Session #08 with Coach Dave and Player Mary.](#)

08-01) Prepare for Session #08 Playing for Yes

1) WARM UP AND Dream Sharing

Every time you speak your dream out loud with your coach it gains energy.

2) CELEBRATE

Share a few awesome experiences from the past week of social play.

3) GROW from Play.

Share about your Insights ~ Actions and Results.

As you share about your experiences you will gain clarity and awareness!

4) Practice PLAN

To Prepare...

Come to the session with a clear idea of the playing for “Yes” conversation (ASK) that you want to explore. Choose one that you KNOW is outside of your self-preservation zone. Have clarity on a specific person or a typical person that you can define for your Coach.

5) PRACTICE

When you get into the Role Play be aware of what you are feeling in your body. When you get into the Pivotal Moment technique your coach will ask you to close your eyes. It is much easier to access your imagination and inner awareness this way. When you open your eyes, fill in the key words on the sheet for thoughts, body sensations and “It’s not safe for me to”. This is also known as the “Body Belief”.

All of this should make more sense to you now after reading this Chapter.

Superpower Potential



Transformation Coaching Session #7 Notes				Date:
1. WARM-UP and Dream sharing:				
2. CELEBRATE 		3. GROW (from Play) 		
4. PRACTICE PLAN (Play for “Yes”) 		5. PRACTICE (Role Play the “Ask”) 		
THOUGHTS 	BODY SENSATIONS 	IT'S NOT SAFE FOR ME TO 	HEART'S DESIRE 	
6. 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:				

When exploring inner resistance it might reveal a superpower or playfulness. You will get a picture of what you were expressing – or trying to express – when some trouble happened. Whatever you were doing will probably reveal one of your natural superpowers for influence. Remember, as children we were all natural influencers. It's in YOU somewhere. We just need to find it and activate it. If it doesn't pop up when you are exploring the moment with your coach, it might pop up later.

Heart's Desire

This is where you put your heart's desire into a power phrase to guide your imagination.

THEN...

You will go back into the Role Play and practice again but now with more freedom and deeper access to your Superpowers for Influence.

6) GROW (from practice)

Explore the growth zone to new clues on the treasure map. What did you learn about playing for your dream and expressing your superpowers?

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

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

Then write out your Social Play Sheet for the week ahead... this is such a good habit for your Dream.

Have an awesome session with your Coach!

Transformation is happening...

1) Your Dream is Activated

Once you activate your Dream, EVERYTHING that happens in your world is part of your Dream... somehow.

2) Treasure Map Mindset

Any experience can provide clues that lead you to your Human Nature Superpowers and Pathways to play your Dream NOW!

3) You are awesome!

You were born awesome. You are a natural at social play; though you may need to dig in a little bit to restore it. And you are capable of becoming the next version of YOU.

4) You are FREE

Playing for your dream is an act of Egalitarian Freedom! And a subversive act to the Authoritarian Control Culture. Aww Yeah.

5) Free people. FREE PEOPLE!

08-02) Transformation: From Transaction to Co-Creation

Transformation:

From: Asking is a Transaction

TO: Asking is a Co-Creation



Bonus Transformation:

From: Avoid Social Risk

TO: Embrace Social Reward

Asking is a Co-Creation

Living in the Industrial Control Culture it is very easy to get into the mindset that asking someone to do anything is a transaction. You present the invitation / offer / request, give your reasons why they should say “yes”, and they either say “yes” or “no”.

But as we restore our Human Nature Superpowers and love for Social Play, we are capable of so much better. Remember that when you engage your Love to Befriend Superpower you begin to restore your abilities to co-create. AWW YEAH!

When you co-create so much more is possible in your relationships than when you offer transactions.

We have been talking about Relating for Influence a LOT in this program. In Session 04 I introduced you to the coaching technique of Role Playing to practice Relate for Influence Situations. In that section I shared a list of examples of Relate for Influence

Let's call that list back:

- Ask someone for something that you want (for example: an opportunity)
- 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
- 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!!!

The shift starts with approaching the situation in a playful way assuming that the other person would enjoy playing too.

This would look like: rather than convincing or making your case, you share your initial desire or intention and then invite the other person to share their thoughts. Then you co-create the play plan together. I think that an energy of enthusiasm PLUS non-attachment to the outcome is the energetic tone for co-creation.

This experience is all day everyday on the playground. But since we didn't get too much playground time (or none at all) we don't have the inner knowing of how to do this.

With practice we can develop our superpower for co-creation.

Not quite win-win

A popular notion in transactional relating is the concept of win-win. With win-win you try to think of what be valuable to the other person and included that in your offered transaction.

This is hard to explain because it is more of a vibration or a feeling. The purpose of co-creation is an experience that everyone involved in it enjoys... and in some way benefits from. So perhaps the intended outcome looks the same as a win-win transaction, but the pathway there is more playful and less transactional.

Sidenote for entrepreneurs... don't make proposals; even if they ask for one!

When you are in a business setting sharing with someone about what you do, a common scenario is for the potential buyer / investor to say something like: "that sounds interesting, send me a proposal".

I recommend you make a counter-offer to this: "Oh you are interested. That's great. I propose we get together for 30 minutes to co-create the proposal together".

When you say "Yes" to sending a proposal you are saying "Yes" to a lot of wheel-spinning speculation and confusion, and ultimately a lot of wasted time. You have to try to guess what they really want and what they are willing to pay for it. Don't do it. Most proposals like this go nowhere.

If they are truly interested, they will say yes to the co-creation of the proposal. Then you need to be both bold and playful and engage with them as equal partners. If they won't engage with you as equal partners when you co-create the proposal, then it wasn't going to be a good investment anyway. A good partner for any engagement is a person who can engage with equality even when they have more power. (AKA they have the money) If they do, it can be awesome for everyone involved.

Embrace Social Reward

One of the strongest desires in our Human Nature is the desire to be valued by the group. And yes, we have the corresponding fear that we are not valued. This fear mostly comes from our experiences in compulsory education where only a narrow band of abilities are valued and rewarded.

The good news is that in the connected world the possibilities of co-creating value are enormous and fun to pursue. The "trick" is that we need our full compliment of Human Nature Superpowers and social play abilities to be bold in our playful self-expression and finding the groups or people who LOVE what we can do.

I believe that with Transformation Coaching we can all find our way together.

08-03) Play for YES... Relate for influence

Also known as “The Game of ASK”

Play for “yes”, relate for influence, the game of “ask”, there are so many ways to talk about this one pivotal action: asking others for what your DREAM wants or needs. This is a really big deal. And for most people with a dream this is an area with tremendous personal growth potential. This is an area where you can PLAY so much better.

We are going to explore this from a few perspectives because my aim is for you to get excited about growing this capability by practicing with your Transformational Coach.

You already experienced the Role Play Technique with your coach so you can imagine the value of practicing conversations where you intend to ask for something.

You already experienced the Pivotal Moment Technique with your coach so you can imagine exploring the doubts and fears that come up when you intend to ask for something.

In your next coaching session, you are going to experience something we refer to as **Transformational Practice**. This is when we blend these two powerful techniques together: like a mashup!

What should you practice asking for?

Let's talk about this next because I want you to get into the vibration of this growth opportunity.

Consider this: to play for a BIG Dream in life will require contributions and participation from a bunch of other people. Ultimately everyone who contributes or participates in your dream will do so BECAUSE you asked them to, and they said: “Yes”; and then took action for you or with you.

Like I said, ASKING is a really big deal.

Asking includes these related activities as well:

- Request
- Invite
- Offer

Most people fall into one of three categories:

A) You DON'T ask for anything; except for maybe asking someone to pass the salt at dinner.

B) You are relatively comfortable asking people for things, up to a certain point! Then not so much.

C) You are comfortable asking people for things and you would like to receive more “Yes's”



Either way, there is a growth opportunity.

If you are in the A Group, then starting to ask for what you, and your dream, want or need will be huge.

If you are in the B Group, then your opportunity is to PLAY Bigger with what you ask for; to imagine asks that are outside of your current self-preservation zone.

If you are in the C Group, then it is time for you to explore expanding your Human Nature Superpowers so that more people say “YES” to the co-creations that you are proposing.

For example, I have had players say: I can ask someone to buy from my company because I know we will deliver, but I struggle asking for referrals because that feels like asking for help... which I NEVER do.

You get the picture. What are the “Asks” and “YES’s” that would REALLY take you and your dream to the next level?

On a related note, something I tell our coaches all the time: “it only takes one major influencer recommending you, to change your life forever.” I know because it happened to me.

There might be an “Influencer ask” like that available to you in your business, career, or community aspirations.

ASK someone... ASK them...!

- Ask them to do something with you
- Ask them to do something FOR you
- Ask them to recommend you
- Ask them to refer you
- Ask them to introduce you
- Ask them to join your group / email list
- Ask them to co-create an experience with you
- Ask them to participate in what you are creating
- Ask them to share about it
- Ask them to buy from you
- Ask them to attend your event / experience
- Ask them to bring a friend
- Ask them to give you feedback
- Ask them to share a resource they have with you
- Ask them to support you



- Ask them to give you something

ASK THEM! Your Dream is worth it.

A few background points about asking

Asking is Human Nature. We love doing things together. We love supporting and participating.

Then we are thrown into the Industrial Control Culture of scarcity and winners and losers that leaves most of us feeling less than good enough and less than worthy of support. This is where the fear kicks in.

The good news is that with a Transformation Coach you can restore your Human nature and natural enthusiasm for asking. For sure it doesn't mean that you will get a "yes" every time! But the "no" will only reveal the next growth opportunity.

When we see the "Yes" or "No" as an issue of approach, energy and skill rather than worthiness, then we can play with enthusiasm!

When we realize that we can practice getting more "yes's", we are empowered.

08-04) Reward and Risk; Play BIG and Stay Safe

Play with social risk... again... your dream is worth it.

Asking (along with offering, requesting, inviting) is an essential playful human activity.

Little children ask each other, and big people too, to do "things" quite easily and naturally; it is an essential activity in playful co-creating.

It is playful because it is something that can't be controlled BUT can be influenced with skill, creativity, energy etc.

Remember this Social Play / Social Fear chart?

Hopefully by now you have a ritual to add some social play activities to your play plan each week.

When you take social play actions, you are in pursuit of a social reward, and you are taking a social risk.

Understanding reward and risk is an essential part of play. And it is super essential to playing well for your Dream.

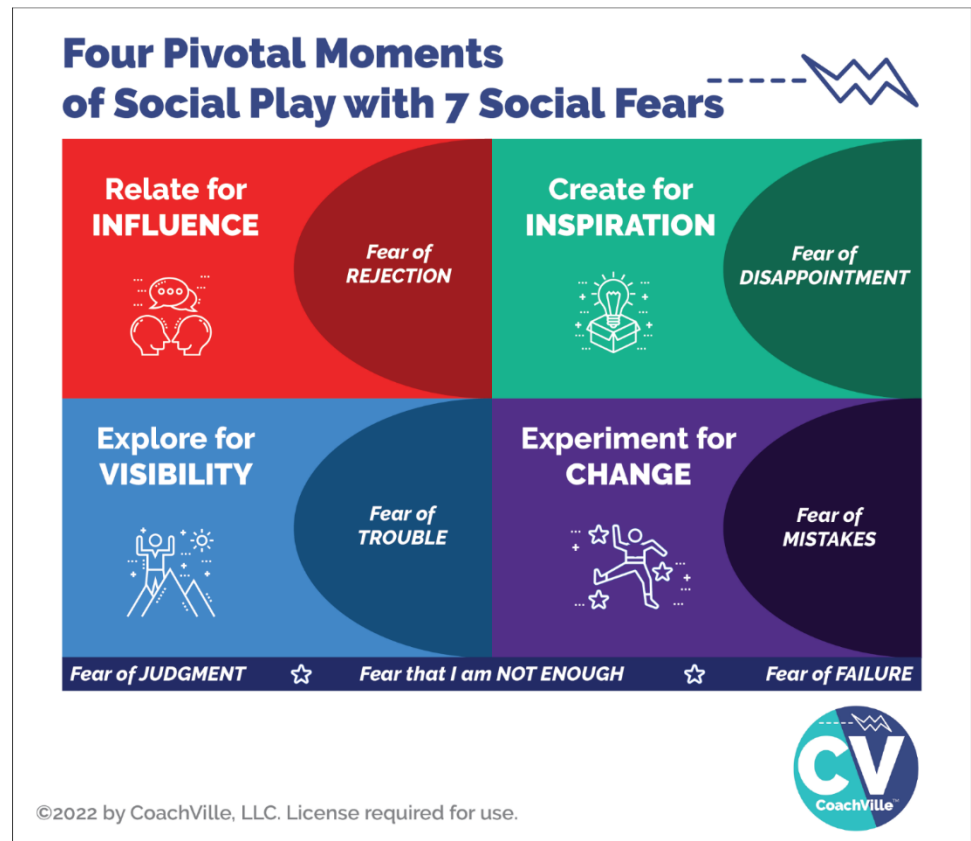
If you are playing basketball and you have the ball, if you choose to shoot for the basket, you are in pursuit of rewards: points, admiration of your teammates, the joy of a high five! If you miss you risk the disappointment of your teammates and the observers rooting for you.

If you are singing a song on a small stage at a local venue you are creating an experience in pursuit of rewards: the joy of performing and the admiration and applause of the observers; AND the feeling that **you inspired** them in some way. You are also taking the risk of making a mistake in public by hitting a wrong note or forgetting the lyrics and the possibility of disappointment if some people don't enjoy it. (YIKES! This has happened to me for sure).

There are similar dynamics involved when you play for your dream.

- Influence is a reward
- Inspiration is a reward
- Visibility is a reward
- Change is a reward

All of the social fears associated with play are risks that you must embrace in order to pursue the reward! Rejection, disappointment, mistakes, trouble, judgment, and failure are all possible outcomes when you engage in social play.



You must embrace the risk in order to pursue the reward.

Transformational Practice means:

- Practice the actions so that you get the desired rewards more often.
- Embrace the feeling of risk so that you can play fully and learn from every experience; then use the learning to improve your practice.
- Develop the body awareness to proactively choose when to risk and when NOT to risk (AKA Stay Safe); rather than REACTIVELY resisting the action. This is what the Pivotal Moment Technique is all about.

In this session with your Transformation Coach, you will get a little taste of Transformational Practice. We will get to this in a moment.

08-05) Asking... And the Superpowers of Human Nature

Practicing asking – and all social play really – will reveal how fully you can express your Human Nature Superpowers.

Often the resistance that you feel about asking will reveal ways that your Human Nature has been thwarted in the past. With your Coach you can restore your full on Human Freedom to engage in social play and enjoy the experience!

Let's explore THREE ways we experience "The PULL" within our Human Nature that can cause self-doubt and resistance to asking.

1) Between Be Free and Befriend

The Drive to Be Free leads us to do our own thing while the Love to Befriend leads us to find companions.

2) Between Become and Belong

The Urge to Become encourages us to expand our self-expression to expand our Social Value while the Need to Belong often encourages us to curtail our self-expression to maintain the status quo and avoid social risk.

3) Within our Ability to Believe

Self Confidence = I believe I can do it

Self Preservation = I believe it is not safe to do it

Example: young children easily ask for what they want and need; easily approach other people to do things with them; almost assuming they will say yes.

We can restore that superpower.

But first we need to understand how we lost it or suppressed it.

This is why we use the Role Play Technique and the Pivotal Moment Technique together.

Asking... the Love to BeFriend and the Need to Belong

There are two basic asking situations.

Befriend = Asking a Friend / someone you have experiences with is about co-creating and caring.

Belong = Asking someone within the Group is about social status

When you ask a Friend

Do they care?

Do they enjoy co-creating with you?

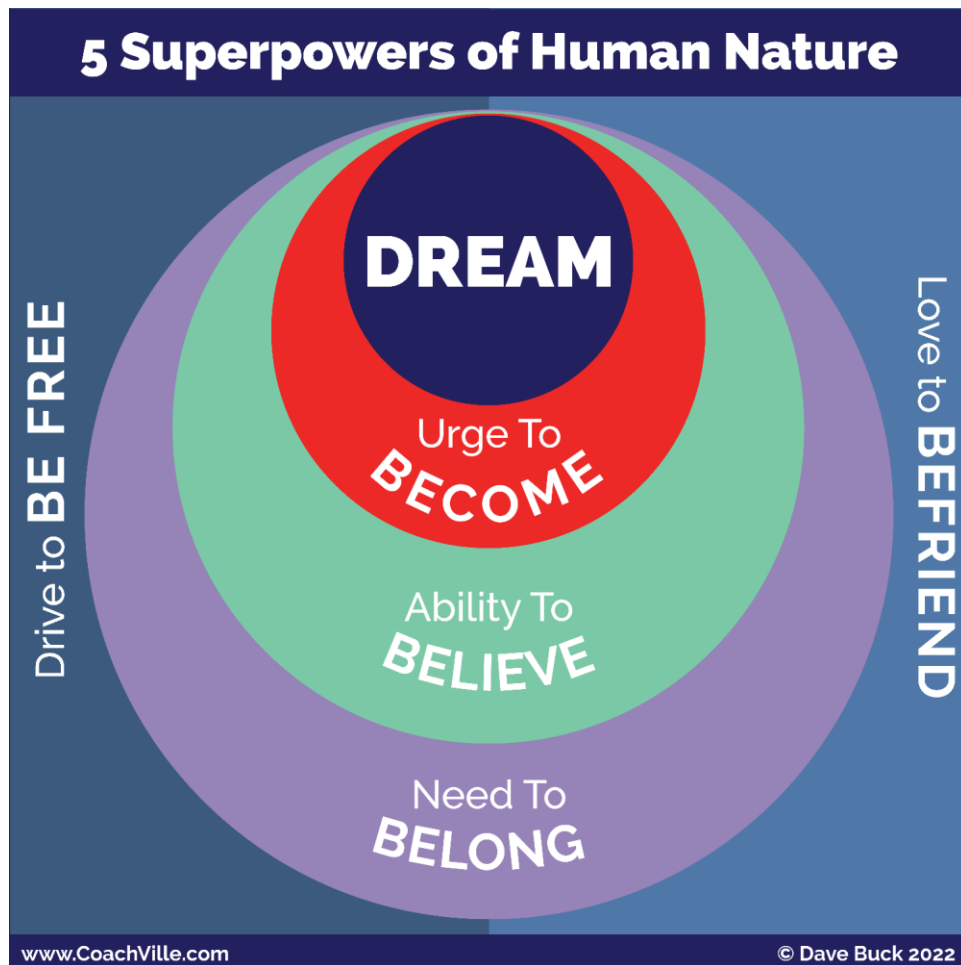
When you ask a fellow group member

Do they think you have value?

Understanding the Need to Belong and the power of social status and the Social Safety Instinct within your body and mind is an essential element of personal awareness.

I have made a serious study of Human Nature by reading about human evolution and coaching lots of people. You don't need a PhD to understand that the Need to Belong is a BIG part of our Human Nature. It's happening / operating ALL THE TIME. What we can do is understand how its signals and impulses impact the way we play for our dreams.

Here is a different model of the 5 Superpowers of Human Nature to put this in perspective.



The Need to Belong is the Biggest Circle because it has the biggest influence on our ability to play for our dreams. The social / tribal part of the brain and body takes up a lot of space and a lot of energy when you are around other people; it is constantly assessing your environment for social safety and status. And if you are alone but have your phone/internet device with you, the realm of social safety and status is in your hand.

It greatly influences how you perceive your value relative to another person or within a group; and this greatly influences your comfort or discomfort in asking for something in any situation.

By exploring and practicing an ASK with your Coach you can become aware of the influences, your choices, and your opportunities for growth. The Urge to Become fuels your playfulness. Then with your coach, you can uplevel your beliefs and your belonging to play better for the Dream.

A quirky little example:

Your Urge to Become thinks: “I should ask Influencer Jane to support my dream.”

Then your Need to Belong might wonder: I would LOVE to be in Influencer Jane’s inner circle. But do I have enough status to ask her? Does she value me and what I am doing?

Then your Beliefs step in:

I don't believe Influencer Jane cares about my dream.

If I ask Influencer Jane and she says "no", I will never be able to ask her for anything again.

OR

Influencer Jane might say "yes" if I can position my dream as a win-win for her and our community.

Influencer Jane is really busy. I better wait a few months before I talk to her.

****!!****

Anyway, you get the idea: it can get pretty swirly in there! And this stuff flashes through us really fast. **Unless your BIG Dream, your playfulness and your superpowers are fully activated, it is likely that your Self-Preservation Beliefs will have more pull.**

This is where practicing with your coach – slowing down the moment, using judgment-free awareness – can help you explore all of these elements so that you can practice and choose with clarity and power. AWWW YEAH!

08-06) Success is NOT a "numbers game"

There is a mantra from the Industrial Age of Control that success is a numbers game. It goes like this: if you just ask enough people eventually you will get a "yes". While it can be powerful to have determination and to keep going in the face of rejection, success is NOT a numbers game at all.

This mantra presumes that we are all robots completing tasks and making logical decisions all day. HAH, nothing could be further from reality.

Success in asking is about skill, energy and LOVE!

Your skills – connecting, sharing, listening – have a big impact on how other people feel and respond to you.

Your energy – attitude, clarity, playfulness – have a big impact on how other people feel and respond to you.

Your LOVE – passion, sensitivity, caring – have a big impact on how other people feel and respond to you.

Again... all of these can be improved by practicing with your coach to expand your Love to Human Nature Superpowers; especially the Love to Befriend.

The Delusion of Control

On a related note: it is easy to fall into the Industrial Control trap that you should be able to make a list of TASKS and complete them on time.

An ASK is not a TASK!

You can't control other people; this is an unfortunate delusion. Because we were SUPPOSED to be able to control everything, including people, in the Industrial Culture a lot of clever manipulation techniques were devised to convince people to do what you want them to do. While you may be able to manipulate people sometimes, this is an extremely stressful way to go through life. I don't recommend it!

The growth opportunity of the Connected Age of Play is to see your life as social play and hire a coach to help you expand your playful influence! (Like you already did!)

08-07) Transformational Practice

Here is the Role Play Technique Chart that we played with in Session #4. In that Session we did not explore the pathway in the lower right corner of the chart... The Pivotal Moment Technique.

So the practice is to:

- 1) Role Play a conversation where you are going to ask for something that is BIG for you.
- 2) Most likely as you practice making this ask, you will experience some form of resistance in the form of a body sensation... or a loss of words... or a loss of clarity. This happens ALL THE TIME
- 3) Then you or your coach will call time out and jump into the Pivotal Moment Technique right in the moment of you making the “Ask” and / or feeling the body sensations.

By exploring the body sensations you reveal the “Body Belief” that is an expression of Self Preservation or Social Safety Instinct.

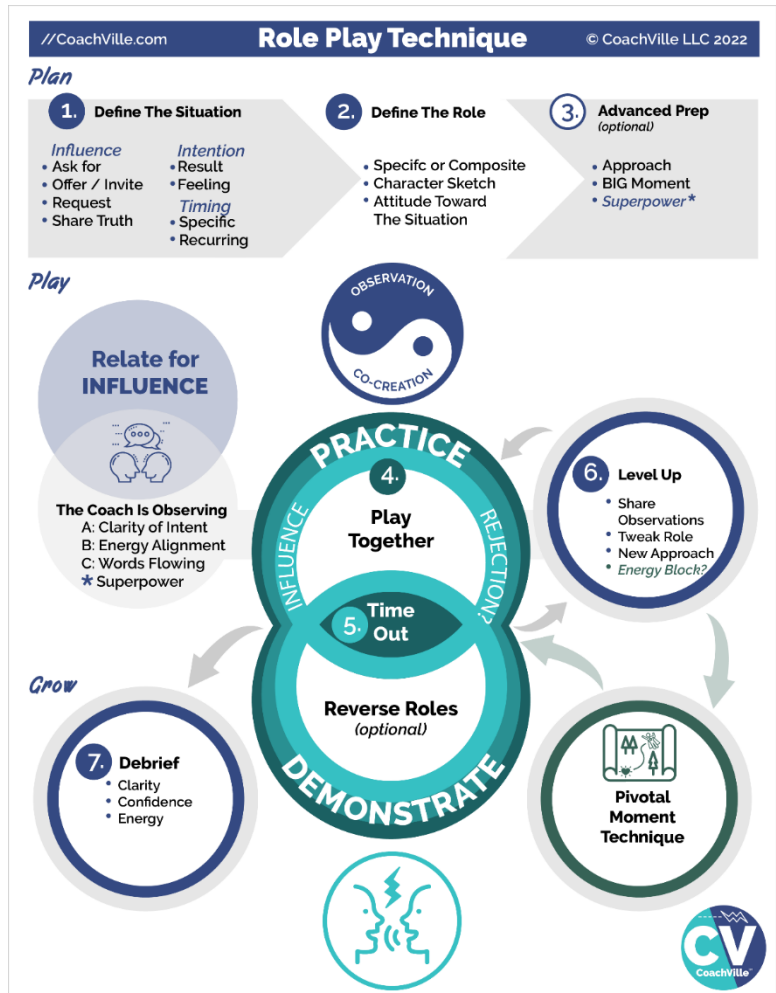
Superpower Potential

When exploring a body belief it might reveal a superpower or playfulness. You will get a picture of what you were expressing – or trying to express – when some trouble happened earlier in your life. Whatever you were doing will probably reveal one of your natural superpowers for influence. Remember, as children we were all natural influencers. It’s in YOU somewhere. We just need to find it and activate it. If it doesn’t pop up when you are exploring the moment with your coach, it might pop up later.

Heart’s Desire

This is where you put your heart’s desire into a power phrase to guide your imagination to preplay / practice the scene the way you want it to be.

- 4) After you explore the Pivotal Moment you will FEEL a lot more confident and clear.
- 5) Go back into the Role Play and make the Ask again.



6) Notice the difference!!! It is AWESOME.

08-08) Controlled Superpower = Drive to BE Free

Your Human Nature Superpower, The Drive to BE Free, has been controlled and neglected by the toxic Industrial Culture. This was traumatizing to your Human Nature. The purpose of this section is to spark awareness of what has happened around you and to you to light your path to post traumatic growth.

REMEMBER...

Judgment-Free Awareness

No shame. No Blame

Just “break the chain”.

This means that by playing for post traumatic growth by playing your dream, you can transcend the problems and avoid passing them on to the people around you.

We are the culture, and we are unknowingly causing the problems of neglect and control and experiencing the problems of neglect and control until we pro-actively STOP doing that by playing our Dream, reclaiming our Human Nature Superpowers and using our Human Connection Super Skills!

Got it?

Let's dig in.

First, let's remember what the Drive to BE Free is all about...

Human Nature Superpower: The Drive to BE Free

Choose Your Adventure Everyday

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.

As a free human, every day is a new adventure that YOU can choose.

Drive to BE free
Self-determination
Self-trust



Self-Determination

Self-Determination is when you choose what you are doing right now.

Self-Trust

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

It is also about allowing yourself to be in adventurous situations where you are not in control – you don't know what will happen – and you trust yourself to be resourceful, creative and spontaneous and enjoy the experience.

From the Human Nature Origin Story

Within our Human Nature we are born to BE Free.

Our Hunter-Gatherer ancestors were “Fiercely Egalitarian”. This means that we fully expect to live life based on our own choices AND we fully respect the right of all others to make their own choices as well. This also means that our natural Human Way is to avoid doing something that would overrule the freedom of another Human.

But in our Hierarchical Control / Authoritarian Control Culture, our Drive to BE Free is put under control.

Authoritarian Control Culture

Be FREE – Befriend – Become – Believe – Belong

Control – Dominate = Command – Manipulate - Compliance

Control = I/we tell you what you can and cannot do.

Examples of how **Controlling** happens in the Industrial Control Culture

- If a young child is crawling or toddling around a room on their own adventure of curiosity and a bigger person yells: “NO”, and picks them up and puts them in a cage / pen. The child has been physically controlled. The slippery slope to self-doubt has begun.

- If a child is sent to Compulsory Education where they are not allowed to choose their own adventure with the other children and is instead shamed to “sit down, shut up and obey the teacher”, this child has been emotionally controlled. The slip into self-doubt continues.
- If an adult is compelled to go to work doing a job that is physically dangerous, emotionally abusive or where they are paid far less than they are worth for the desperate need of money for survival, this person has been financially controlled. The slip into self-doubt is complete.
- If the leaders of a company use financial superiority to “takeover” another company, this is controlling.

When your Drive to BE Free is Controlled it leads to **self-doubt**.

What is self-doubt (AKA NO self-trust)

- In moments of social interaction – you feel overwhelmed. At a loss; lack of power. So, you avoid taking action.
- In life path choices – you are not sure. Anxiety. I don’t know.
- *Self-doubt is a fundamental purpose of the Authoritarian Control Culture. It wants you to doubt your Self, so that you will obey authority.*

Self-Doubt manifests itself as Procrastination... and all of these common experiences.

From the Treasure Map of Problems

When our Drive to BE FREE is controlled or neglected by the culture, it often leads to these common problems.

My intention with this section is to open up new awareness of the cultural cause of these problems that are typically attributed to us as individuals.

With this awareness you may be able to find a pathway to post traumatic growth and empowerment.

Common Name = Procrastination

Procrastination is when we delay doing something that we will inevitably do.

Most of the time when we are delaying doing something it is because we are obligated to do it; in other words, our freedom is being neglected.

The other common reason is related to the FEAR that what we are about to do will be disappointing to someone.

I often say that procrastination is a polite name for fear.

Dream Challenge = Need More Certainty (before I can act)

When we experience self-doubt, we often wait for certainty before we will act. We don't trust ourselves to just do it and embrace whatever happens. We need to KNOW how it will turn out before we will take the action.

Industrial Mindset = I must do what others expect me to do

In the Industrial Culture, often our days are organized in a way that is obligated to someone else; or a job situation. We don't have the freedom to choose our own adventure for the day.

Scarcity Complaint = Not enough time

When we are not free to choose our own adventure, there is never enough time. Of course, there is no such thing as "time". All we have is the day we are living now. But when we are obligated to do something other than our dream, it feels like we don't have enough time. What that means is we don't have enough time to play our own dreams.

Another way this plays out is when you experience self-doubt, everything takes much longer to do. So, it feels like we don't have enough time. What this really means is that we can't act at a super slow, careful, "don't make any mistakes" pace and still meet someone else's expectations.

FEAR = Not safe to disappoint

In the Industrial Control Culture we are taught that we can't trust ourselves, that we should obey authority instead. This plays out in SOO many ways that now seem "normal". As an employee with a job we learn to do what the boss tells you to do. If you use your self-determination to do something else you will disappoint the boss. BAD.

But think about all the marketing we receive for anything we want to do in life: you need to find the authority and trust what THEY tell you to do. And if you want to do anything in life as a business, you must BECOME an authority.

All of this authoritarian bosses and marketing manipulates us because we have absorbed the FEAR that it is not safe to disappoint.

Deep Trauma = Self-Doubt

Let's go just a bit deeper into the purpose of self-doubt for the Industrial Control Culture.

First of all, it is highly likely that you experience self-doubt quite often. Almost all of us do. The reason for this is the Toxic Industrial Control Culture we live in. Always remember, when a lot of people share a "problem", it's the culture, not the individuals.

The purpose of the Industrial Control Culture is for you to doubt yourself so that you will obey authority, as I mentioned before.

But it goes deeper than that.

When you doubt yourself, you are more likely to work for less than you are worth. This creates profit for the Industrial Capitalists who are in control of the economy.

When you doubt yourself, you are an easier target for marketing messages that convince you to buy things (or entertainment) for more than they are worth to feel better about yourself. This also creates profit for the Industrial Capitalists who are in control of the economy.

They get you both ways.

Getting your freedom back takes awareness and determination.

It starts with playing for your Dream and owning your worth.

Then investing in activities and things that support your Dream; rather than "status" things and entertainment that feel good for a minute but then distract you and keep you in self-doubt.

Egalitarian Freedom vs. "Screw You" Freedom (Free-Dumb)

Egalitarian Freedom means:

- Responsibility for your freedom
- Respect for the freedom of ALL others

- Respect for “the commons” (shared resources)

However, once our freedom has been controlled, “all bets are off” as to how we will react. A controlled Human will often become a controlling Human.

As small Humans in the Industrial Culture often our freedom is controlled in the name of safety. Somehow, we have managed to fill our homes and neighborhood environments with an abundance of life-threatening dangers. While it might seem “logical” to adults to restrict the freedom of the small Humans, it is VERY confusing to us when we are small; this begins the Industrial Culture experience of Self-Doubt.

As we get a little bigger the restrictions continue, often in the name of “It’s for your own good”. Again, it seems “logical” to the already under control adults, but it is confusing to the Human Nature Drive to BE Free of the young Human.

“Screw You” freedom is a rebellion against being controlled This is understandable in many situations. But it often creates harm either to other people or “the commons”. An exaggerated example would be: “Screw You! I am a free person. And if I want to dump the chemical waste from my paper factory into the river, you can’t stop me”.

The ability to expand our own freedom while at the same time being aware of our impact on other people and our shared environment requires wisdom.

In a culture of free people – a coaching culture – we all come upon this wisdom quite naturally by observing other people. However, in an Industrial Control Culture where the people around us are in various stages of suppression and rebellion, developing this wisdom requires great personal effort.

Developing this wisdom is a major component of what Transformation Coach is all about.

08-09) Controlled Superpower = The Love to Befriend

Your Human Nature Superpower, The Love to Befriend, has been controlled and neglected by the toxic Industrial Culture. This was traumatizing to your Human Nature. The purpose of this section is to spark awareness of what has happened around you and to you to light your path to post traumatic growth.

REMEMBER...

Judgment-Free Awareness

No shame. No Blame

Just break the chain.

Yes, I will share this with you at the start of all of these sections about control and neglect.

First, let's remember what the Love to Befriend is all about...

Human Nature Superpower: The LOVE to Befriend.

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.

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



Choose Your Companions

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 a companion with selected members of the group.

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

Co-Create

Cocreating 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, actually co-creating a thing. WOW! We made that together.

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”.

From the Human Nature Origin Story

Our Hunter-Gatherer ancestors lived in a way that maximized our Love to Befriend Superpower.

We lived in groups who were our lifelong companions.

We experienced a culture of care from Day 1. From Day 1 until the age of 4 or so we were carried by or looked after by various members of the group. This created an embodied knowing of care and connection.

From the Age of 4 or so, every day was practice in playful co-creating. We were expected to observe others, play and adventure with our chosen companions. We developed super strong capabilities for Social Play and Human Connection which served us for a lifetime of daily adventure in the wild natural world.

But in our Hierarchical Control Culture our Love to Befriend is deeply neglected... and put under control.

Industrial Control Culture = Arrogant Neglect

I refer to the Industrial Control Culture approach to Human Nature as arrogant neglect. Somehow, we have come to the conclusion that with capitalism and science we can neglect Human Nature and get away with it. Somehow, we are above the needs of our Human Nature.

Nope.

With just a little look beneath the surface, the negative impact of this neglect is everywhere, and it is not pretty.

Just a few examples of how Neglect happens in the Industrial Control Culture:

We start with the isolation of mothers and babies in a house alone. This is an unnatural and impossible situation for the mother and denies the baby of the nonstop “babe in arms” experience that their Human Nature expects. The time in isolation in a little cage sets the stage for social isolation.

The 2-4 year olds in economic elite households have the opportunity of daycare with other little children. But even this misses the mark of the natural care of 7-12 year olds looking after them and caring for them. The experience of being cared for in this way is missing and leaves a long-lasting mark: we find it difficult to accept care. Children of the non-economic elite face ongoing isolation.

Then, off to compulsory education where it goes from bad to worse. Rather than the years of co-created social play with children of all ages, they are isolated in obedience training and peer competition with children of their own age. The child’s instincts are to assume that they are free to play, but as they engage in play they are shamed and punished.

Doing worksheets and cognitive tests in isolation with the constant mantra to “do your own work”, are devastating to our Human Nature Needs for companionship, co-creation and care. BLAGH! Somehow, we have the scientific idea that the ability to complete a math worksheet in isolation is more valuable for our lives than the ability to co-create an inspiring experience with other people.

Then we get neuroscientific dictums like: studies show that the brain has a negativity bias. BLAGH! No, it doesn't. The Brain is awesome. But for sure a brain in a human subjected to Industrial Culture Neglect and compulsory education will have a negativity bias 100% of the time. The Brain does not have a negativity bias, but the Industrial Control Culture does.

Geographic mobility for a family, definitely has both pros and cons. There is a “pro” of the Human Nature to migrate to a better environment. But the way we do it as an isolated family moving away from a group where we have established relationships is especially difficult for children. It can leave a mark of relationships being transient and not worth developing.

One last example is the way corporations treat employees as replaceable parts rather than people with human connections within a group. This is a two-way street for sure, but the neglect of Human Nature in hierarchical corporate cultures is quite profound.

These are just a few examples. As you look around and compare what our Human Nature needs with what our Industrial Culture provides, you will see a hundred more.

Industrial Control Culture = Dominate

Be FREE – *Befriend* – Become – Believe – Belong

Control – *Dominate* = Command – Manipulate - Compliance

Dominate = You have been controlled. Our culture is better than your culture. You do things our way now. And we are going to extract value from you to enrich ourselves.

Dominating still happens in the world through military violence.

But more common now is dominating through financial violence: the “corporate takeover” Example: Elon Musk taking over (conquering and dominating) Twitter and then dominating with a culture of his design.

Dominating a culture generally takes away from a group of people their freedom to co-create their own culture.

From the Treasure Map of Problems

When our Love to BEFRIEND is controlled and / or neglected by the culture, it often leads to these common problems.

Again, my intention with this section is to open up new awareness of the cultural cause of these problems that are typically attributed to us as individuals.

With this awareness you may be able to find a pathway to post traumatic growth and empowerment.

Common Name = Loneliness

You can just look at how our culture treats our little humans to understand why we have an epidemic of loneliness. We didn't get the non-stop daily body experience of being carried and cared for. Then we were denied the daily practice of co-creating with our chosen companions. Then many of us have engaged in the normalized transactional relating of corporate life.

Dream Challenge = Need more influence

Because of our lack of playful co-creation in our younger years, we never developed a natural fluidity with social play. Relating for Influence feels risky and hard and transactional. Our Dreams need us to connect and co-create with ease.

Industrial Mindset = I must do it myself

In school we sit silently listening to the teacher lecture us, completing worksheets or completing cognitive tests. Through all of these experiences we develop the belief that the proper way to do something is by myself.

This belief is amplified by the myriad "do it yourself" guide books and projects.

This then leads to the corporate mentality of project management where you are assigned your tasks.

And... it is revealed even more plainly in how dreadful the experience is when we gather for a meeting given how we learned to engage via competition for the attention of whoever is in control in the hierarchy.

Scarcity Complaint = Not enough support

In most endeavors in life – and especially for our Dreams – we feel that we don't have enough support. This is partially due to our reluctance to ask for support and our difficulty in receiving it. Our experiences of neglect give us a feeling (a body belief) that we are not worthy of support.

FEAR = Not safe to be rejected

Because of our Industrial Culture neglect we have a deep feeling that we are not cared for. So then when we awkwardly engage in social play to relate for influence, we go into it with the belief that we are not cared for. This energy fills our invitations, offers and requests with an energy of neediness.

In truth, we have a mountain of unfulfilled needs so this neediness vibe should not surprise us.

Deep Trauma = Isolation / Addiction

So many are suffering from isolation. This is a powerful example of a deeply personal problem with a cultural cause.

It is widely understood that most cases of addiction are caused by deep experiences of isolation; whatever the addiction is, the main cause is the need to numb the pain of isolation.

An epidemic of loneliness in a world full of people

It is likely that you have suffered isolation and loneliness. It is also likely that you have read an article or five about the epidemic of loneliness and all of the “problems” that spawn from it.

Meanwhile, we all live in an amazing world FULL of people.

How do we have people sitting alone in a small apartment or house suffering loneliness while another suffering person is sitting alone in the next apartment over. The solution is 30 feet away but it may as well be 3,000 miles away.

Every week there is an article somewhere about how hard it is to make new friends as an adult. This is an interesting observation because it amplifies how our Human Nature has been neglected.

There are two sides of this.

- 1) Our core Human Nature that is based on living our entire lives with a group or people.
- 2) Our core Human Nature that expects to freely play with the members of our group when we are young which establishes these lifelong bonds of shared experiences of daily adventures.

One good thing about our social connection tech is that we can maintain friendships even when we move geographically. But that mostly only helps with folks that we have developed close bonds with from many in-person shared experiences.

I think the main thing we all must do is PRACTICE playful befriending. The most obvious ways to do this are participating in shared interests or shared geography... AKA our neighbors. To do this we will need to push through the “this feels weird” feeling over and over again. And we will need to let go of the need for the relationship to serve a transactional purpose. Be friends for the sake of having friends.

Know that the Love to Befriend is in you and it is STRONG. There is so much joy available in companionship, caring and co-creating.

Wherever your Dream takes you, make a point to add Befriending to your play plan.

Session #09 – Embody Your Dream

(Embodiment the Dream Technique)
“The Dress Rehearsal for your Dream”

AUDIO PREP

[Listen to the prep audio for Session #09](#)

BONUS AUDIO

[Listen to an audio of Coaching Session #09 with Coach Dave and Player Mary.](#)

09-01) Prepare for Session #09 – Embody the Dream

1) WARM UP AND Dream Sharing

Every time you speak your dream out loud with your coach it gains energy.

2) CELEBRATE

Share a few awesome experiences from the past week of social play.

3) GROW from Play

Share about your Insights ~ Actions and Results.

As you share about your experiences you will gain clarity and awareness!

4) Practice PLAN

To Prepare... Come to the session with a good idea for the sequence of Social Play actions and peak experiences that you want to practice.

There is a prep sheet in Section 4 and in the Playsheet pack.

5) PRACTICE

There are 3 parts to the practice.

1) You and your coach will clarify the series of Social Play Actions and Peak Experiences.

As you sort out the details of the sequence, write in your sequence on the TRIANGLE lines.

2) Your coach will guide you through the visualization.

Your coach will then guide you through the visualization of a sequence of three scenes. The key to success is to stay in a judgment-free – Treasure Map Clue Hunting – mindset. Your coach will ask you to share the thoughts that you are noticing; And the physical sensations that you are noticing.

Getting into the feeling in your body in each scene is the key to success with this practice technique.



Transformation Coaching Session #9 Notes		Date:
1. WARM-UP and Dream sharing:		
2. CELEBRATE 	3. GROW (from Play) 	
4. PRACTICE PLAN: Embody Your Dream Technique		
5. PRACTICE ▲ Speak the vision ● Embody the vision		
Relate - Create - Explore		
for INFLUENCE - INSPIRATION - VISIBILITY		
Action 1		
▲ Do:	Feel:	Do:
● Thoughts:	Body:	Thoughts:
Thoughts:		
Body:		
Action 2		
▲ Do:	Feel:	Do:
● Thoughts:	Body:	Thoughts:
Thoughts:		
Body:		
Action 3		
▲ Do:	Feel:	Do:
● Thoughts:	Body:	Thoughts:
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:		

3) Debrief

After you complete the visualization, you and your coach will do a review of thoughts and body sensations. Write these keywords onto your notes sheet.

DESIRES

You see the place on the notes sheet for writing out any desires that you noticed during this exercise. It is very common that your hearts desires will make themselves known while you do this. It can be really illuminating!

Growth Opportunities

Practicing these three scenes while noticing your thoughts and body sensations will reveal growth opportunities! If you notice that a feeling of doubt or fear came up along the way, this is a clue on that treasure map to your dream.

6) GROW (from practice)

Explore the growth zone to new clues on the treasure map. What did you learn about playing for your dream and expressing your superpowers?

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

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

Then write out your Social Play Sheet for the week ahead... this is such a good habit for your Dream.

Have an awesome session with your Coach!

Transformation is happening...

1) Your Dream is Activated

Once you activate your Dream, EVERYTHING that happens in your world is part of your Dream... somehow.

2) Treasure Map Mindset

Any experience can provide clues that lead you to your Human Nature Superpowers and Pathways to play your Dream NOW!

3) You are awesome!

You were born awesome. You are a natural at social play; though you may need to dig in a little bit to restore it. And you are capable of becoming the next version of YOU.

4) You are FREE

Playing for your dream is an act of Egalitarian Freedom! And a subversive act to the Authoritarian Control Culture. Aww Yeah.

5) Free people. FREE PEOPLE!

09-02) Transformation: from Going Through the Motions TO Peak Experiences

From: Going through the Motions

TO: Playing for a peak experience

Every day is an opportunity for a peak experience.

There is usually a BIG Kahuna Peak Experience for the Dream you are playing NOW

Going through motions usually happens when you get good at something and then you just keep repeating the same approach to the same situation over and over again.

Going through the motions is a great example of a good idea pushed too far.

It is great to practice something and get really good at it. Then it is fun to use your ability in situations where you feel capable and confident and good things happen.

But... you need to keep seeking new situations and new challenges!

This is the essence of Playing for a Peak Experience.

A Peak Experience is where you experience yourself doing something awesome. But there is usually some element of a new challenge or a new situation that sparks the desire to rise up in some way.

We talk about this in our Play Life Method program but I will share a big idea with you here. Usually to really come alive and have a peak experience requires that there is a real possibility of failure; a real possibility that it isn't going to turn out as planned. When the

outcome is unknown, and your talents and abilities are pulled into action in a new way, THIS is when we have a BIG Kahuna Peak Experience.

So the BIG idea is that when we play our Dreams every day, we need to seek out opportunities where the outcome is unknown and our unique ability to rise to the situation makes the difference.

When you feel: WOW! I (We) just did that!

As a Coach you are guiding your player away from the Industrial Culture ideal of everything being under control all the time.

By guiding, and encouraging, your player to seek new situations and challenges, every day is an opportunity for a peak experience.

09-03 Social Play ... See the patterns

When you look at the Social Play model a little closer, you will see that there is a typical flow to the way these actions sequence together.

I shared these examples in Chapter 3.

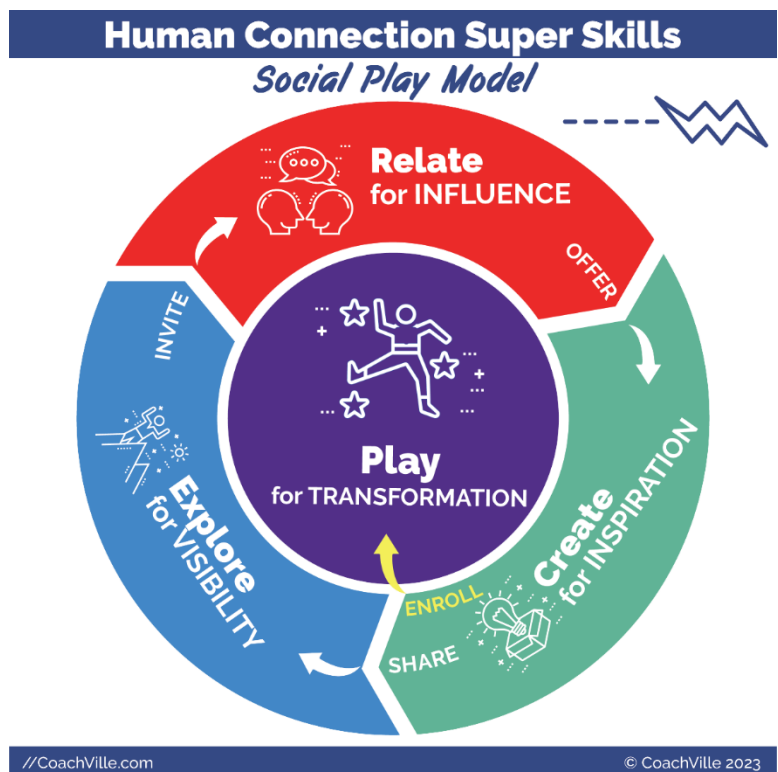
Let's review them again, with a twist!

In this version of the model we have a new Human Connection Super Skill: Play for Transformation (my favorite).

This version of the model I sometimes refer to as Social Play for Business because it includes enrollment... which is the BIG "YES" for most Dreams.

Enrollment is when someone says yes to sign up for or invest in something you are doing: like a product, program or a paid experience. Then you will Play for Transformation together.

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 ENROLL them into become a paying player. Then we will Play for Transformation together... the ultimate social play experience.

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.

A Podcast example

Let's create an example for a Podcaster since this is something most of us can relate to.

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!

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 pre-screen interview)

Now you are in the prescreen interview relating for influence with the “screening” 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 an OFFER for a final interview.

Scene THREE Create for Inspiration (the Final Interview)

Now you are in the “final” interview which is often a more robust experience or even series of interviews with potential team members. Here you are really playing big to co-create inspiring conversations; you want the team to feel that you would really belong and contribute. It is also possible that they are also playing to inspire you to join the team. In the common situation, they have other candidates and you have other opportunities.

If you ENROLL each other in the value of the partnership, then they ENROLL you with the details and compensation for the position.

Next you see yourself PLAYING for transformation in 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.

09-04) Embody Your Dream Technique

There are two models for playing life that we have used throughout this program.

- 1) Life is a Human Journey – the idea that your Dream pulls you away from the status quo of control to an adventure in the Social World where you have new experiences and face challenges to discover lost powers within you. FUN!
- 2) Life is Performance Art – the idea that there are social actions that we can imagine and practice to develop new skills and express our unique value in the world.

It is this 2nd model that is behind the Embody Your Dream Technique.

A good way to think of it is:

A Dress Rehearsal for Your Dream

We craft a sequence of social scenes of the peak experiences (or pivotal moments) of your Dream so that you can envision it and – more importantly – EMBODY it.

Using your imagination, you can envision your Dream playing out in a beautiful way.

You can imagine yourself expressing your abilities and Human Nature Superpowers to create value for others.

Using your body awareness, you can practice FEELING these scenes from your Dream. By feeling them in a safe space – with your coach – you pave the path for these experiences in your real world.

There are 3 parts to the practice

Part 1) You and your coach will clarify the sequence of social scenes.

You talk through the scenes at a high level, trusting that your imagination will fill in the details. You will clarify your actions and how you want to feel. Then you will clarify the feeling impact on the other person... and then what you want them to do.

As you sort out the details of the sequence, write the key words on your playsheet. The play sheet is set up for you to first write out what you want to happen, and then write in a few notes as you debrief the experience AFTER the visualization. You write the plan on the lines with the TRIANGLE next to them.

Part 2) Your coach will guide you through the visualization.

Your coach will then guide you through the visualization of the sequence. The key to success is to stay in a judgment-free – Treasure Map Clue Hunting – mindset. Your coach will ask you about your thoughts and body sensations for each step in the sequence.

These thoughts and body sensations will often reveal doubts and desires that are bubbling up from your non-conscious mind. THESE ARE POWERFUL!

Your non-conscious mind aims to keep you socially safe AND to fulfill your Dreams... at the same time.

Part 3) Debrief and GROW

After you complete the visualization, you and your coach will do a review of your thoughts and body sensations with you.

What desires did you notice?

What doubts did you notice?

What beliefs did you notice?

What body sensations did you notice?

Write these keywords onto your notes sheet on the lines with the circles.

The BIG Picture

When you can see how it all plays out, and feel all of the key social play actions, it just makes it easier to take the actions in the social world.

Always remember that the reason guided practice is so powerful in athletics, arts and life is because when we can see and feel an experience, we gain an inner knowing that guides us in our real world experiences.

Inner Knowing, or deep confidence, is magnetic!

09-05 Controlled Superpower = The Urge to Become

Your Human Nature Superpower, The Urge to Become, has been controlled and neglected by the toxic Industrial Culture. This was traumatizing to your Human Nature. The purpose of this section is to spark awareness of what has happened around you and to you to light your path to post traumatic growth.

REMEMBER...

Judgment-Free Awareness

No shame. No Blame

Just break the chain.

Yes, I will share this with you at the start of all of these sections about control and neglect.

First let's reacquaint ourselves with 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

Choosing your practice



Urge to BEcome
Self-expression
Spirit of play

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. We practice for the personal joy of getting better, and also because with the aim to expand our value to others.

Self-Expression

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.

Self-Expression is vital to our experience of joy!

Spirit of Play

When we are at play, we are more: curious, creative, caring, co-creative, resourceful, resilient, joyful, engaged and FUN!

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!

Becoming in the Human Nature Origin Story

Within our Human Nature we are born with the natural ability to play to BECOME the best version of ourselves.

Humans were encouraged by each other to practice what they are drawn to, to maximize their contribution to the group. In an egalitarian culture, every person's unique contribution is encouraged and valued.

Humans played together constantly so they learned to find a balance between individuality and co-creation.

Friendly competition of commonly needed skills is a healthy way for people to improve what they are capable of doing. But the ultimate purpose is contribution to the group. There was no point in competing to “crush” someone else; this would diminish their value to the group.

This was easy because there was a shared dream to thrive together peacefully and joyfully.

Contrast this with our Industrial Control Culture where we are taught to thrive at someone else's expense because everything essential is scarce.

Healthy EGO balanced with Strong Collective Awareness!!

We will get to the problem of EGO bashing and the “no Ego” myth in a moment.

A healthy EGO is essential to maximize your contribution to the group! You need to know who you are and what you are capable of doing. AND... within a healthy egalitarian

culture, each person also recognizes and encourages the value of every other person. In a culture like this Humans are awesome at lifting each other up for a shared Dream.

Authoritarian (Industrial) Control Culture

In the Industrial Control Culture of the 5 CO's our Urge to Become is thwarted by receiving commands from authority.

Remember:

Dream – Be Free – Befriend – **Become** – Believe – Belong

*Obey – Control – Dominate – **Command** – Manipulate – Compliance*

Examples of how **Commands** happen in the Industrial Control Culture.

The experiences of receiving – and obeying – commands are so common that it seems normal. From our lives in families, at school and then in workplaces.

Remember that Becoming is about playful practice and self-expression.

While playing under adult supervision children are issued commands to stop doing this or that all the time. This thwarts the child's self-expression.

Also, parents, who mean well, offer commands as instructions on how to do something. This generally thwarts the child's practice because verbal commands don't help much with physical activities. When children of various ages play together there are very few commands, yet the younger ones learn fast by observing what the bigger children are doing.

In compulsory education... forget about choosing practice, self-expression and the spirit of play. They are thwarted and often punished every step of the way.

Children are forced to practice what the adults in charge command them to practice. And the practice is not for growth, it is for approval.

Children are constantly tested and ranked against their peers in cognitive abilities, athletics and arts. This constant testing and ranking causes most people to feel that they are not good enough compared to others. We will get to this in a moment.

For most people it also thwarts our natural desire to see the unique value in others.

Always remember that no matter what good may come from compulsory education, the purpose is to learn how to obey commands of authority. And for the vast majority of children who are now "digital natives", the experience is more and more irrelevant and demeaning.

The key to Becoming is to understand that children will always want to do what they see the adults doing. This is how Human Nature is designed. Since they see the adults competing, they will want to compete with each other. All that is needed for this to be

growth-oriented is for the adults to stay out of it! Let the children make up their own competitions, their own rules, their own prizes or NOT.

Adults organizing testing, grading, competing and ranking of children should never happen. At the age of around 14 Humans have enough wisdom to choose the activities they want to practice and to choose the competitions they want to enter.

Work in the Industrial Culture is emotionally confusing. Many jobs require pure obedience to commands by following instructions. While others seem to require the ability to operate within a quasi-autonomy: you have to figure out what to do and the boss will reprimand you when you do it wrong. BLAGH!

Frustration and the “Not good enough” feeling

Woah. This is a big one. As a life coach for 25 years, I can tell you that almost EVERYONE has been infected by this virus of the Industrial Control Culture. This can manifest itself in many ways that we will explore briefly in a moment.

But again, this is simply the obvious outcome of being tested and ranked against our peers in cognitive and other abilities before we are emotionally ready.

Also, being supervised and commanded – AKA told what to do – thwarts our natural development so we always feel we are less than we desire to be. It diminishes our natural love of practice because we don’t get to choose what and how.

Also being denied the experience of abundant free play, we don’t develop our natural ability to learn by observing those who are close to us in ability.

From the Treasure Map of Problems

When our Urge to Become is controlled or neglected by the culture, it often leads to these common problems.

Remember, my intention with this section is to open up new awareness of the cultural cause of these problems that are typically attributed to us as individuals.

With this awareness you may be able to find a pathway to post traumatic growth and empowerment.

Common Name = The EGO ~ (too big or too small)

The EGO is a popular villain in both self-help and team building programs. But EGO is not the problem! We all need our EGO to thrive in the world as unique individuals who own our value to the group.

The problem is that our unique value has been diminished or thwarted by the Industrial Control Culture. In schools and Industrial companies only a small band of abilities are

admired and rewarded. The individuals who may have amazing talents but not the ones rewarded by schools, are made to feel less than the others.

There are two basic outcomes of these traumatic experiences:

A) Low Self-Esteem – unable to fully contribute their true value

B) Narcissism – self-absorbed and unable to care about others

Dream Challenge = Need more Creativity

Because our unique value is ignored or punished, we adapt by conforming to what the culture seems to reward. Then we feel that we are not “creative”. But this is because our self-expression has gone dormant.

Industrial Mindset = I must be perfect

When our self-expressions are not appreciated, it is easy to come to the conclusion that we need to be more perfect in what we are doing. This perfection trap easily spreads to many areas of our lives beyond expressing our unique abilities.

Scarcity Complaint = Not enough self-expression

When our self-expression is thwarted or not appreciated we stop doing whatever it is and do things that others are doing to fit in. Often these activities do not play to our strengths, so we always feel “less than” the others.

This creates a void inside of us. In the Industrial Culture we learn to fill voids by buying things. But no thing on the outside will fill the void of not feeling rewarded for expressing what is on the inside.

FEAR = Not safe to make mistakes

When our playfulness is punished, we come to believe that it is not safe to make mistakes. This is the deeper version perfection trap. When we fear making mistakes we will only do that we already have a “good enough” level of skill or ability. This makes it impossible to try new activities or to grow into new areas of self-expression.

This fear also makes it very difficult to play our Dreams which naturally need us to go into the unknown in some way.

Deep Trauma = (Chronic) Frustration / Apathy

When you are doubting yourself most of the time and not free to express your self-determination to play for the peak experiences that you desire, the actions that you do take don't turn out well. Folks in this situation – A LOT OF PEOPLE – feel frustrated by life, even apathetic about life. “Why bother? Nothing goes my way”.

Without Peak Experiences giving us fuel, we don't have the energy to keep playing and growing to increase our value.

09-06 Controlled Superpower = The Need to Belong

Your Human Nature Superpower, The Need to Belong, has been controlled and neglected by the toxic Industrial Culture. This was traumatizing to your Human Nature. The purpose of this section is to spark awareness of what has happened around you and to you to light your path to post traumatic growth.

REMEMBER...

Judgment-Free Awareness

No shame. No Blame

Just break the chain.

Yes, I will share this with you at the start of all of these sections about control and neglect.

First, let's recall the basics of the Need to Belong:

The Need to Belong relies on our Love to Befriend superpower.

The Need to BElong

- Choose your environments (and create culture)
- 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 awesome 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.

Choose your environments (and create culture)

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.

In addition to adapting to our environment (especially the people) we also have the amazing ability to create culture and to provide belonging for others. We call this: profound belonging. We can proactively make other people feel that they belong! SO AWESOME.

It is this Superpower that gives us the belief that we, at CoachVille, 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 where the Need to Belong is closely linked with the Urge to Become.

Social Safety Instinct

Am I safe within this group?

Am I included within 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 updating our answers to these questions.

Belonging in the Human Nature Origin Story

Within our Human Nature we are born with the super strong ability and desire to BELONG within a group. We have 1,000,000 years of practice doing this in our DNA.

For most of our Human Story our survival depended on maintaining belonging within the group we were born into. Humans stayed with the same social group for their entire lives. So, it was essential to provide and maintain belonging together.

We seek and create belonging because it FEELS so good to our Human Nature.

We see each other's value because it feels good to see the value in others. We also crave being valued because then we know we belong.

Authoritarian (Industrial) Control Culture

In the Industrial Control Culture our Need to Belong (for who we are) is neglected and twisted by being forced into compliance.

Remember:

Dream – Be Free – Befriend – Become – Believe - **Belong**

*Obey – Control – Dominate – Command – Manipulate - **Compliance***

Examples of how **Compliance** happens in the Industrial Control Culture.

This topic could be a whole book by itself! But I will just hit a few highlights, so you get the big picture.

Also, for this section, it is very important to remember the distinction between normal and natural. There are so many ways in the Industrial Culture, and the Monarchy Culture before that, that are “normal”, but they are not natural to our Human Nature. And this is how most of our problems start.

The Nuclear Family isolated in a house

For a child to be isolated in a house with one or two parents and 0 to a few siblings is normal. But it is NOT natural. The natural way is for the child to feel belonging within a large group of people including children of various ages. Within an isolated family unit, the child is forced to obey and comply with the parents in order to maintain belonging.

The Industrial School Classroom (AKA Obedience training for Humans)

The child is with other children. This is natural and would be awesome if they were allowed to play and co-create belonging together without constant adult supervision. But this is not what happens.

They are under the command of the “teacher”. They must comply with the commands of the teacher and seek the approval of the teacher in order to maintain belonging.

They are constantly tested and ranked AGAINST their peers. They are pitted against their peers in every subject and every endeavor within the school environment. They also have to compete for places on athletic teams and artistic groups.

This environment deeply neglects our need to belong and our ability to create belonging. As children we maladapt to this torture by forming “cliques” and “in and out” groups. For children today this maladaptation plays out on social media platforms in ways that are quite horrifying.

Depression and anxiety among young people is at an all-time high, and it is easy to understand why.

Industrial Jobs

Belonging in the Industrial Culture of business and jobs is REALLY complicated.

My intention here is to highlight a few trouble spots and a bright spot or two.

Remember our Hunter-Gatherer Human Nature comes from a culture of collective care; everyone participates, and everyone eats.

Our Industrial Control culture is almost the exact opposite; every individual is on their own to find a way to create economic value for a business in exchange for money which buys food and shelter and everything else.

If you are fortunate to have natural abilities that are easy to refine into skills that have economic value, you can live well. One bright spot of the Industrial Culture as we move into the Connected Age is the vast mosaic of ways to create economic value.

However, if you don't have natural abilities with a path to culturally desired value, it will be a constant struggle for survival.

The Industrial Culture is designed so that we spend a huge percentage of our time every day working in a job. For most people, our colleagues at work are the people we spend the most time with so naturally this is where we seek and create belonging.

This is where it gets complicated to our Human Nature. On the one hand our Human Nature expects that when we have belonging, we can stay there for life. But this is not the way of the Industrial Culture:

- We have mobility.
- But our situations are transactional, which is not REAL Belonging

One bright spot of this highly individualized culture is that if you do have valued skills, you do have some freedom to move, to find economic opportunity.

But for many humans this is not the case and so they have limited options.

On the transactional side of things:

- You can be laid off for no fault of your own.
- Your company can go bankrupt or be taken over and your job eliminated.
- You can lose your job for many reasons.

We strive to be of value to the group because this is what we love to do. Sometimes the sense of belonging in a work situation can feel good. But ultimately, it is an Industrial Transaction, and we are cogs in the wheel. You maintain belonging by being an obedient, compliant worker like you were trained to be in Industrial School.

While you are getting your Need to Belong satisfied on the job, they can ship you out at any time. Even if you logically tell yourself: “it’s just a job, I can get another one”, to your Human Nature, you were just shunned by the tribe and left for dead. It is traumatizing.

Groups of shared purpose, activity, or belief

Another bright spot of the Industrial Culture is that we are able to live multi-dimensional lives. We can participate in groups of shared purpose, activity or belief both in-person and online and find and create belonging there.

For example we you are in a job that is transactional and does not provide an experience of belonging or feeling valued, you can also participate in a shared purpose group where you do experience belonging and feel valued.

Social safety instinct. Maintain status quo.

A LOG of our Need to Belong Superpower energy goes into our Social Safety Instinct. At a non-conscious level, we work hard to maintain our status quo within a group where we feel belonging. This is something about our Human Nature that is valuable to understand.

One way this can cause inner conflict is when our Urge to Become is guiding us toward new abilities or new perspectives that are NOT valued by a group we are in. Then we face a difficult choice to either hold back our growth to maintain the status quo, OR moved forward with our growth and risk losing our place within a group.

The good news is that with our mobile, multi-dimensional lives we can make moves like this. But we need to acknowledge that it will come with some inner turmoil and feeling of loss.

These are times when having a great coach makes a HUGE positive difference.

From the Treasure Map of Problems

When our Need to Belong is controlled or neglected by the culture, it often leads to these common problems.

Remember, my intention with this section is to open up new awareness of the cultural cause of these problems that are attributed to us as individuals.

With this awareness you may be able to find a pathway to post traumatic growth and empowerment.

Common Name = The Beast

This is one that really gets me. There are so many personal growth programs and luminaries that refer to our inner voice as a beast, bully or gremlin. It is in there telling you: “you will never amount to anything”, trying to stop us from doing the things we want to do, or calling us bad names or demeaning us.

There is no “BEAST” in your mind! BUT, there is the voice of your neglected Need to Belong. Our experiences of feeling that we don’t fit in, or don’t have value are reflected in this voice.

IMPORTANT: This voice is not personal to you. It’s vocabulary comes from your unique life experiences, so it can seem personal, but it comes from living in a culture that neglects and controls your Need to Belong.

You have lived in a culture that did not cultivate and embrace your unique value to the group the way it was supposed to. And this manifests in words like: “you will never amount to anything” or “you are not good enough” or “you are too much ‘this’ or not enough ‘that’.

Dream Challenge = Need more visibility

I high percentage of people struggle with gaining visibility for their Dream, business, career, friendships.

It is usually called: “I need to get out there”. But it’s hard.

Visibility is all about being seen and known by other people or within a group of people.

This is usually caused by a lifetime of experiences trying to “fit in” by suppressing part of your YOUNique qualities, abilities or perspectives. We develop a knack for hiding.

Your Dream needs to you to both find and create belonging for your WHOLE / AWESOME self.

Industrial Mindset = I must suppress myself to fit in

This is related to the visibility challenge. I think this one is mostly caused in Industrial School but it also then runs into families and businesses as well.

The Industrial School system only values a small fraction of Human Capabilities. And often punishes many natural capabilities as well. So we “learn” to suppress parts of ourselves to fit in at school, in jobs and within families.

With families often the situation is that parents or older siblings have had their uniqueness squashed or punished and then they “pass it on”; often with the disclaimer: “It’s for your own good”.

Your Dream needs you to find a person / group where you can slowly reveal and then practice all aspects of you!

Scarcity Complaint = Not enough \$\$ / security

Security comes from collective care within the group. Collective care is almost non-existent in most Industrial Cultures where the “every person is responsible for themselves and their family” is the rule. In some countries a Collective Care mentality and “safety net” is in place and it is AMAZING.

Money is the way we assess and exchange value within the Industrial Culture. Perhaps more importantly, it is the way we organize food, shelter and care.

So, the experience of not enough money is the experience of not being valued within the group. This is an intense Human Experience because our natural way is for everyone to be valued and cared for; remember that in our Hunter Gatherer genes we know that everyone is cared for, everyone contributes and most importantly ... everyone EATS!

Also, the Industrial Economy is rigged to create economic scarcity so that people will stay desperate and willing to work for far less than they are worth for the profit gain of the capitalists.

FEAR = Not safe to be judged

Often with learning to suppress parts of yourself to fit in, comes the fear of being judged if you do express your whole self. Also, being tested and ranked against our peers constantly as children really puts a lot of fear into us.

The purpose of all fear is to keep us safe, which is essential. The trouble is that our experiences teach us that it is not safe to be ourselves in many situations.

So, the growth opportunity is to cultivate safe – judgment-free - spaces for self-expression along with the wisdom to know when and where to hold back. Holding back sometimes is OK, as long as you are doing it purposefully and not on a fear-based autopilot.

Deep Trauma = Anxiety / Bullying

The epidemics of both anxiety and bullying in our toxic Industrial Culture are both caused by our neglected need to Belong and feel valued for what we can contribute to the group.

Being expelled from the group meant almost certain death to our Hunter-Gatherer ancestors. So, this fear is deep in our Human Nature. Anxiety can be triggered by any experience of not being valued or feeling that your value status is threatened.

This is why people at all levels of the economic spectrum can experience deep anxiety.

Hurt people, often hurt people. While bullying is a complex human expression, this is what bullying is all about. People who have had their unique value neglected or even punished often lash out at others they perceive as being different or unique in some way.

A “bonus” problems... **Laziness**

Often when someone is perceived as being lazy it is because their unique value was not valued in the Industrial Culture. And to them it seems like they have to work 100 times harder than others to do something that is valued... so give up.

Let's say a monkey and a rabbit were in a culture that highly valued tree climbing and not much else. After trying and failing to climb a tree 100 times the rabbit gives up and is called “lazy” for not trying.

Conclusion!

Many of these Belonging problems are really intense. And the real challenge is that our culture looks at them as personal problems for the person when they are clearly caused by the culture of neglect and control.

Those of us who find our path to feeling valued within the group **MUST** do everything we can to help others find their way to experience being valued and cared for within the group.

Session #10 – More Practice

(Human Journey with a Coach)

[Sessions 10, 11 and 12 for 13-Session Series]

AUDIO PREP

[Listen to the prep audio for Session #10](#)

BONUS AUDIO

[Listen to an audio of Coaching Session #10 with Coach Dave and Player Mary.](#)

[Listen to an audio of Coaching Session #11 with Coach Dave and Player Mary.](#)

[Listen to an audio of Coaching Session #12 with Coach Dave and Player Mary.](#)

10-01) Prepare for Session #10 – More Practice

1) WARM UP AND Dream Sharing

Every time you speak your dream out loud with your coach it gains energy.

2) CELEBRATE

Share a few awesome experiences from the past week of social play.

3) GROW from Play.

Share about your Insights ~ Actions and Results.

As you share about your experiences you will gain clarity and awareness!

4) Practice PLAN

To Prepare...Come to the session with an idea for the moment you want to practice; and if you have an idea for the technique that you would like to start with that will also be great.

The techniques you have practiced together:

- Peak Experience
- Role Play
- Pivotal Moment
- Co-Create Awareness
- Embody Your Dream

5) PRACTICE

This is a great opportunity to use your emerging playfulness and desire to grow.

Bring your growing enthusiasm for practicing life and social play!



Transformation Coaching Session #10 Notes		Date:
1. WARM-UP and Dream sharing:		
2. CELEBRATE 	3. GROW (from Play) 	
4. CHOOSE THE FOCUS 	5. PRACTICE Practice Technique <input type="checkbox"/> Peak Experience <input type="checkbox"/> Role Play <input type="checkbox"/> Pivotal Moment <input type="checkbox"/> Co-create Awareness <input type="checkbox"/> Co-creation Series	
5.		
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:		

6) GROW

Explore the growth zone to new clues on the treasure map. What did you learn about playing for your dream and expressing your superpowers?

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

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

Then write out your Social Play Sheet for the week ahead... this is such a good habit for your Dream.

Have an awesome session with your Coach!

10-02) Transformation: Practice / Play Plan

From: Session “Topic”

TO: Practice Plan

also...

From: Task List Accountability

TO: Play Plan Growth Opportunity

We have come a long way together! But in some ways, we are just getting started with your life of playing your Dream with your coach.

It is most likely that you have never had any type of life coach before (or leadership or business coach). But if you did, you will have noticed that Transformation Coaching is very different.

Version 1 Life Coaching was created in the 1990's and it had a different vibe.

Usually it would start with a “topic” presented by the player (then called the client). Then you would talk and talk and talk until some new awareness popped up: “Oh, now I know what to do”. Then the coach would hold the client accountable for completing the task.

It was good sometimes, but often it just went around in circles.

And another problem was if the client didn’t complete the task on time, they would feel bad and ask to postpone the coaching session like it was a meeting with a project manager. It was loaded with Industrial Culture shame, like going to school when you didn’t finish your homework. BLAGH!

Transformation Coaching is the next generation.

As the player, you don’t bring a “topic” to the session.

You bring all of your play experiences to explore for growth opportunities.

AND, most important, you bring a few ideas for social play actions that you want to practice. (AKA your Practice Plan)

I always think of the joy of going to soccer practice where the coach had the practice plan and the joy of going to voice coaching where I brought the practice plan of songs I wanted to sing.

Going to a coaching session with a practice plan is such a joy because it activates so many aspects of our Human Nature: dream focus, self-determination, co-creation, freedom to choose what to practice, being seen and valued in a space of belonging, growing in self-confidence that you can do it!

This is possible for YOU now as a player with a Transformation Coach.

If you continue with your coach after this engagement, and I hope you do, you can look forward to week after week of practicing and growing in awareness and skill! This is how you should arrive to every coaching session. NOT: with dread because you didn’t complete a task. Even if you didn’t do something you planned to, there will be growth opportunities to discover together.

10-03) The Human Journey with a Coach

Let’s revisit the Human Journey with a Coach Model that I introduced to you in Chapter 2.

Now that you have been on the journey for a while, this will fill in a few gaps in the big picture.

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

Remember I shared with you that there is no road map to your Dream but there is a Treasure Map with clues, puzzles, and mysteries etc.? This is what we are talking about here.

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

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

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

BIG DREAM

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

The Social Safety Instinct and the Preservation Zone

Next notice the Social Safety Instinct at the center. This force is like a magnet that pulls us toward **the Preservation Zone**. Here we aim to maintain the sense of belonging and status that we have in our current environment. We also seek to maintain the beliefs that



are required by this environment. And finally, we limit our becoming through play to what can fit within the existing structure, which is usually not much!

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

The Need to Belong Human Nature Superpower is amazing. When you learn how to use it for good it can align with your Dream for growth. However, it can also be used by someone else to manipulate you and keep you small. Like most power, it can be used in a variety of ways. Part of playing with a coach is developing the wisdom to use it for your Dream.

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

The Pull!

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

The Growth Gap:

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

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

The FEAR/GROWTH Zone:

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

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

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

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

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

The Superpower Zone

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

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

A quick word about Superpowers.

We actually have two sets of Superpowers within us.

- 1) The Human Nature Superpowers that we all have access to; that is what this program is focused on.
- 2) The UNIQUE powers that are part of our personality that we call SUPER YOU; we focus on these in our other coaching programs at CoachVille especially Play Life and Inner Freedom.

We have found that we all need to boost our Human Nature before we can uplift our UNIQUE power. So that is what we are doing here.

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

10-04) Co-Create Awareness – The Catalyst to Rapid Growth

We have used the co-create awareness model informally in nearly every session during the grow from play section of each coaching session. And we practiced the full Co-create Awareness Technique back in session #7.

I want to go into it a little deeper now as we move toward the end of this coaching engagement.

When you go out to play your dream every day, during any week there will be a LOT of situations and challenges that will present growth opportunities. This is the very nature of playing your Dream!

With intentional exploration with your coach, these situations can be a catalyst to rapid growth. This is where having a coach really pays off big time! When trying to figure everything out on your own, these exact same situations can be very confusing, frustrating and actually stop you from playing your Dream. We don't want that to happen!

When you gain new awareness, or insight, into your Self, your dream or the situations you are in, it is very empowering.

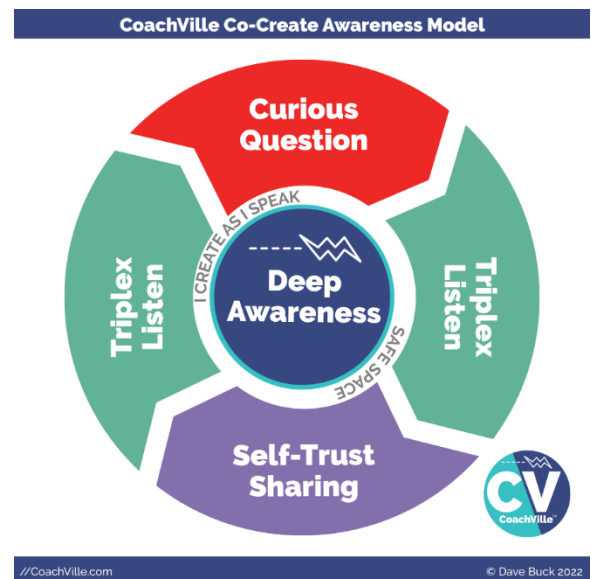
My soccer coach mentor, Coach Manny, would often talk about how when you can see more of what is happening around you, you make better choices on the field.

My life coach mentor, Coach Thomas, would often say that “new awareness is unifying”. Meaning that everything comes together and makes sense. This is clarifying and empowering.

Notice your situations!

As you play notice any situation where:

- You don't quite know how to respond to something
- You don't feel empowered to express yourself fully
- You were using your Human Connection skills and you feel you could have done something better
- You notice yourself holding back
- Things turn out much differently than you expected or planned.



- You were in an experience and you wonder what it means.

These are all clues on the treasure map that you have a growth opportunity to explore!

1) Your coach will start with a curious question about what happened. Coaches are awesome at curious questions.

2) As you share your experiences your coach will use a special coaching skill called “Triplex Listening”. (a term coined by Coach Thomas) This is when your coach listens to three things at the same time:

- What you are saying
- The energy you are expressing (words with emotion or the feeling you are “oozing”)
- What you are NOT saying

Your coach will listen for underlying desires and beliefs.

3) Your coach will then share what they observe and trust themselves to share any insights or inklings that they are picking up on.

4) Then as you respond to what your coach shared, your coach will triplex listen some more.

This time listening for your resonance or dissonance with their observations.

1) Then usually another curious question will pop up for your coach and we go for another cycle.

DEEP AWARENESS: At some point, new awareness about the growth opportunity in the situation will pop up for you. This can be a big AH-HA moment. Often you can feel the energy rise.

The awareness will usually lead to an idea for a new action or a new approach to an action.

THEN...

Instead of saying: OK, go and do it, you and your coach will choose a technique to practice the action together.

This is coaching at its most impactful:

- 1) Playful co-creation of awareness for new actions or strategies
- 2) Guided practice of the action or strategy
- 3) Go and play in the world and notice what happens and doesn't happen
- 4) Bring it to your next coaching session... ready to grow!

10-05) Your Dream Team

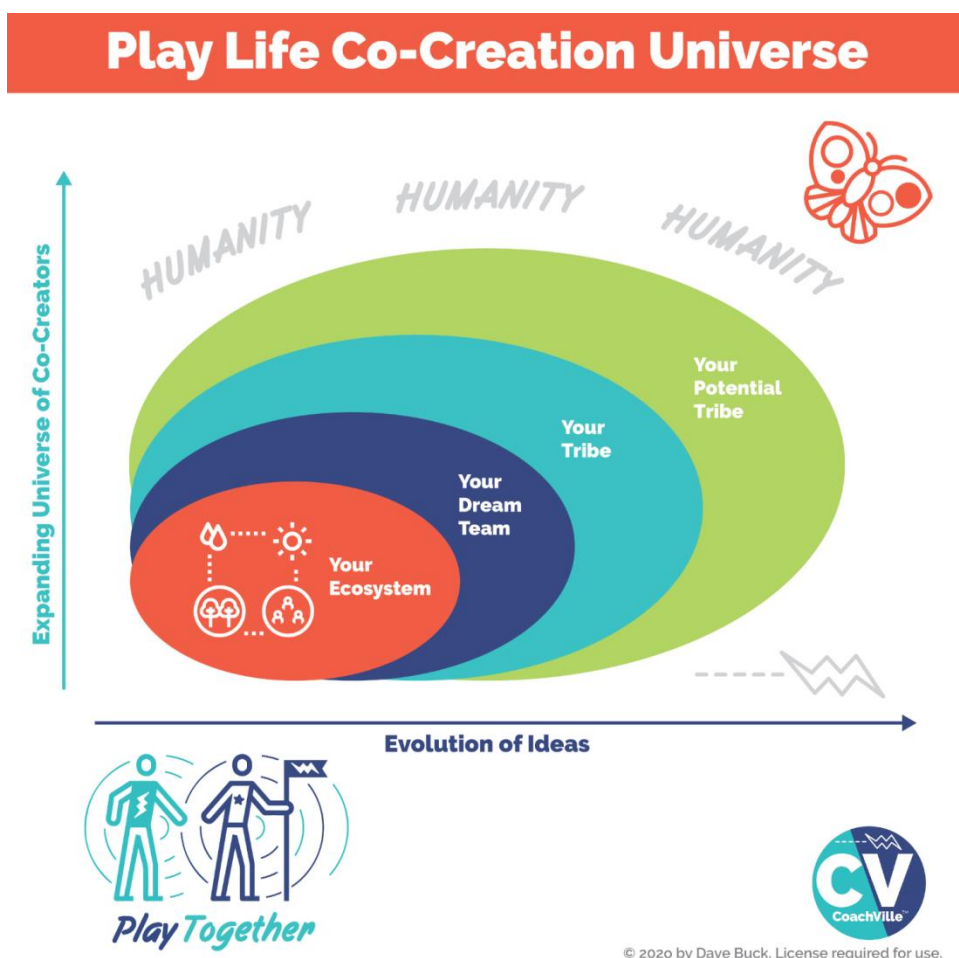
Co-creating is how we are meant to live.

We are all natural co-creators until we are subjected to the Industrial Culture which forces us into isolation. I mentioned some of the mantras in the chart in the Introduction. In particular: “do your own work, if you help your neighbor you are a cheater”; and “sit down, shut up, and do as you’re told”. The Industrial Culture of Hierarchical Control aims to make us isolated workers and servants.

Your Transformation Coach aims to FREE you from the Industrial Mindset so you can become the joyful, playful co-creator that you were born to be! And then you can free others.

Your Transformation Coach has been co-creating experiences with you. Now that your co-creation abilities are back on line you can go out into the world to co-create with your community and with life; and to find your place of belonging where you can be your Powerful SELF! Hopefully this is beginning to feel more and more natural to you.

Here is a model from our Play Life program that I want to introduce to you here.



Another powerful way to look at the situations in your life is to imagine that everything happening as you pursue your dream is a co-creation between YOU and “Your World”

The essence of your BIG Dream adventure is to contribute your YOUUnique Superpowers to create value in the world for others. FUN!

Your Ecosystem:

You start by seeing yourself and your dream as part of an ecosystem rather than an isolated entity. Look for the holistic picture. You are a part of something bigger and your contribution is essential to your thriving ecosystem of colleagues, partners, advocates and customers. You want everyone and everything in your ecosystem to thrive.

Your Dream Team:

This is your trusted inner circle and includes your Coach!

Your Tribe:

These are the folks that you aim to serve / contribute to / participate with as part of your BIG Dream. Anything that happens or doesn't happen when you engage with your tribe is essential feedback to evaluate.

Your Potential Tribe:

As you grow in capability and confidence in whatever you are doing there is an expanded circle of people and possibilities that you can explore.

Humanity:

While you aim to create value with and for your tribe, it is good to hold the intention that your contribution is for the betterment of Humanity and The Earth!

The BIG Idea

The point of this view of the world is to realize that you and your dream are an essential part of a bigger picture; you are a part of something!

10-06) Controlled Superpower = (The Ability) to Dream

Your Human Nature Superpower, The Ability to Dream, has been controlled and neglected by the toxic Industrial Culture. This was traumatizing to your Human Nature. The purpose of this section is to spark awareness of what has happened around you and to you to light your path to post traumatic growth.

REMEMBER...

Judgment-Free Awareness

No shame. No Blame

Just break the chain.

Yes, I will share this with you at the start of all of these sections about control and neglect.

Here is a quick recap of our Ability to Dream from earlier in the program.

Remember the keywords from this Superpower:

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



Choose Your Desire – This is your heart’s desire of what matters to YOU.

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 – means to know that YOU are worthy of living your Dream.

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 – You embrace every aspect of YOU.

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.

To Dream and the Human Nature Origin Story

The ability to dream is truly remarkable. We can envision a moment in the future and then take actions in the present to move toward or create that future moment.

WOW!

We dream of doing new activities; or doing an activity in a new or better way.

We dream of new experiences and situations where that are better, safer, more fulfilling.

We dream of making things including tools or art that will inspire others.

When you think about Human History from Hunter-Gatherers in a small group with a few tools to our incredibly complex web of cultures, tools and art, you see the collective sum of our Ability to Dream. We are truly incredible at dreaming!

And we also see the unintended consequences of the history of our Dreams. OK, there is some trouble there.

The Authoritarian (Industrial) Control Culture = Obey!

In the Industrial Control Culture our Ability to Dream is neglected and controlled BIG TIME by being forced to obey.

Remember:

Dream – Be Free – Befriend – Become – Believe - Belong

Obey – Control – Dominate – Command – Manipulate - Compliance

Examples of how **OBEY!** happens in the Industrial Control Culture.

Again, this topic alone could fill another book!

This is a close cousin to the Be Free vs. Control dynamic we already discussed.

One thing to just be aware of is how normal it has become for one person or group to make others obey. I refer to school as “obedience training” for children for example. In school shame is used to force obedience. And it seems normal for adult parents to use physical and emotional violence to force children to obey. A lot of times this is not pretty.

And then it is normal for “the boss” to expect a worker to obey through financial manipulation.

As Humans we are certainly quite capable at obedience.

Remember that the Ability to Dream is about your direction in life while the Drive to Be Free is about choosing what you are going to do today. Obviously, they are closely connected.

So as a young person your ability to Dream must fit into the “box” of what your parents will allow and what your school will allow or provide.

As an adult, your ability to Dream, for the most part, must fit into the “box” of what is financially viable within the culture.

Here is the “trick” to our current situation. It is a bit of a good news / bad news situation.

The good news: The possibilities that we have today to Dream of a life for ourselves and find a way to make it valuable to others and thus financially viable are almost limitless. Yeah!

The bad news: Our ability to Dream has been soooo squashed within Industrial Control families, schools and jobs that we struggle to activate it.

THIS IS WHY WE HAVE TRANSFORMATION COACHING!!!!

Together we can re-activate our ability to Dream and co-create amazing lives and a better world.

The best way to organize the actions of a group of people is with a shared Dream that everyone plays for and co-creates by freely contributing their unique abilities.

A quick note about “obeying the law”.

The phrase should be: “honor the law”.

But because we are so normalized to hierarchical control we say: “obey the law”.

I am an idealist here. This is the way it is supposed to be if you live in a place with the “Rule Of Law”. The laws are made and kept up to date and fair by Legislatures who are chosen by the people because of their wisdom. (don’t laugh!) Then we all see ourselves as co-creators of the law and the society that functions well because we all choose to honor the law.

From the Treasure Map of Problems

When our Ability to Dream is controlled or neglected by the culture, it often leads to these common problems:

Common Name = Stress

Stress is pervasive in our culture. And there are many causes of stress.

The one I want hone in on is when you are doing something that doesn't feel right. It doesn't feel aligned with your Dream or it doesn't feel aligned with your values but you are doing it anyway because you "have to".

Another stress related to our Dreams is when we begin to feel that our expectations for our dream will not be reached, and our efforts will not "pay off". But the big issue here is where these expectations are coming from?

Like I said there are many, many life situations that feel stressful. My sense is that when we are freely playing our Dream in a fun and purposeful way, there will be growth oriented challenges, but not too much stress.

Dream Challenge = Need more Clarity

Because of so many life situations where we are forced or coerced to obey someone in control rather than choosing our own Dream, over time we lose our ability to flow with our Dream. Before we can choose our direction in life we need something from the outside like more information or permission from an authority.

Industrial Mindset = I must sacrifice for others

In the Industrial Culture there are often situations where we feel need to let go of or ignore or put aside our own dream to do something someone else needs or wants us to do. Often there are Industrial Mindset role expectations for what we SHOULD do that compel us to sacrifice our own Dream.

Scarcity Complaint = Not enough fulfillment

When we have a feeling that we are not fulfilled, this almost always means that we are not choosing our own Dream. We feel something is missing from life.

FEAR = Not safe to fail

Often in the Industrial Culture of obedience, there is a feeling that if we are brave (or foolish) enough to choose our own Dream, then it better work out. If playing the Dream

doesn't meet some external expectations, then we were foolish to pursue our own Dream. We are made to feel that we should have obeyed the authorities.

Deep Trauma = Depression

Depression is a word that has a clinical meaning and diagnosis so I intend to be careful here and say that I am not talking about clinical depression.

I am talking about the feeling of depression, long before it becomes "clinical".

In my experience, almost always the feeling of depression comes from not playing your own Dream. There are so many Industrial Culture reasons that leave us feeling that we shouldn't or can't choose our own Dream in life.

What to do...

The purpose of exploring the situations and experiences on the "Treasure Map of Problems" is look at them from a fresh perspective. Instead of trying to solve or fix the problem, or yourself, you look to boost the Human Nature Superpower in some way.

So for example, if you are feeling unfulfilled, the way to approach it is to find a way to put more energy into choosing your Dream and playing your Dream each day. Even if it is just a few extra minutes each day, it can have a positive impact on how you feel about your day, your life and your SELF.

10-07) Controlled Superpower = The Ability to Believe

Your Human Nature Superpower, The Ability to Believe, has been controlled and neglected by the toxic Industrial Culture. This was traumatizing to your Human Nature. The purpose of this section is to spark awareness of what has happened around you and to you to light your path to post traumatic growth.

REMEMBER...

Judgment-Free Awareness

No shame. No Blame

Just break the chain.

Yes, I will share this with you at the start of all of these sections about control and neglect.

First, a quick recap of the Ability to Believe Superpower

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



Choose your beliefs

Exercising your ability to choose your beliefs is a big deal and a major aspect of Transformation Coaching.

Exercising your ability to influence the beliefs that you share with others is also a big deal and a major aspect of social play and Transformation Coaching.

Self-confidence

Self-confidence is a belief: I believe that I can do it. (whatever IT is)

Self-preservation

Self-preservation is a belief: I believe that it is not socially safe for me to do it. (whatever it is)

And remember that in Transformation Coaching we are mostly focused on social safety not physical safety; though they are the same when the threat is physical violence by another human or physical jeopardy caused by the actions of another human.

Whew! It's a lot to consider.

The Ability to Believe and the Human Nature Origin Story

What we have co-created as a Human Family without ability to Believe is truly mind-blowing! So many “things” that seem totally real are based on shared beliefs: time, money, companies and countries just to name a few.

But as we know, with great power comes great responsibility. And we may not be doing so well on that front. It takes wisdom to choose personal beliefs while also sharing beliefs

with others. Often we choose beliefs to help us maintain belonging within a group or to maintain a friendship with an individual.

Our beliefs get into us through a few gateways: experiences, observations, conversations and studying the written and recorded beliefs of others.

It takes some persistent practice to reclaim our ability to choose our conscious beliefs that we experience as thoughts.

And it takes even more persistent focus to notice and uplevel our non-conscious beliefs that we experience as feelings.

In a culture where we experience our freedom being respected and collective care being provided and everyone contributing for the good of the group; where we observe people valuing each other, we can come to believe that we are included, valued and cared for.

In a culture where we experience being tested, graded and ranked in value, where we see some people with a lot and many with so little, we come to believe that we have to compete against others for our worthiness in the group and manipulate others for our own survival.

The Authoritarian (Industrial) Control Culture = Manipulate

In the Industrial Control Culture our Ability to Believe is neglected and controlled with beliefs aimed at manipulation.

Remember:

Dream – Be Free – Befriend – Become – **Believe** - Belong

*Obey – Control – Dominate – Command – **Manipulate** - Compliance*

Examples of how **Manipulation** happens in the Industrial Control Culture.

The big item here to discuss is how, in the Hierarchical Industrial Culture, we were told to believe the Authority; to trust the authority rather than trusting ourselves.

This is complicated because in our complex world we, as individuals, don't have the ability to figure everything out for ourselves. So, the question becomes, who do we believe? Or who do we trust. How do we blend the recommendations of authorities with our own experience and inner knowing to make choices?

Manipulation is when we are told what to believe; especially when the belief serves the other person's purposes more than our own. This is the norm in the Industrial Control Culture and the Industrialized Media. It is often quite difficult to understand what the purpose is behind what we are being told to believe by various authorities.

An obvious current example that impacted nearly everyone was the Covid Vaccine question. Some authorities told us to get the vaccine. Other authorities warned against

getting the vaccine. It was a very complicated and potentially life-threatening decision for all of us. If you are not an epidemiologist, a person who studies infectious disease, you needed to choose who to trust.

Another big example is money. Since money is a shared belief, the price of everything is a belief and the pay for every job is a belief.

Do I believe this is a fair price for this thing / service / experience that I want or need?

Do I believe this is fair compensation for this job or service / experience?

A lot of personal beliefs and situational calculations go into how each of us makes these choices.

Is the amount a fair exchange, or am I being manipulated?

The “bottom line” is that reclaiming your Human Nature Superpower to choose your beliefs is essential to playing your Dream and living an empowered life.

From the Treasure Map of Problems

When our Ability to Believe is controlled or neglected by the culture, it often leads to these common problems:

Common Name = Self-Sabotage

The idea of self-sabotage is very popular in self-help circles. The idea is that if you are stopped by fear when doing something for your Dream, you are sabotaging yourself.

I believe it is the exact opposite of that. The purpose of fear in our Human Nature is Self-preservation, not self-sabotage! When we experience fear about doing something it is because we believe that it is not safe. Self-preservation is honorable.

At the same time, it is wise to explore the fear and the belief behind it. It is highly likely that the fear is non-conscious and stems from earlier experiences in life. With exploration, with the Pivotal Moment Technique with your coach, you can often reveal where the fear is coming from. Then you can choose to maintain the belief or upgrade it to something more empowering.

Another common notion from the realm of self-help and spiritual growth is that the opposite of love is fear. I don't think this is a helpful way to see it. I say that fear is a natural and essential part of our Human Nature. The opposite of love is neglect.

Dream Challenge = Need more inspiration

As we have talked about many times, one of our awesome Human Connection skills is to create and co-create inspiring experiences. But, when we don't have a Dream that we can believe in, or we don't believe that we can do something, it is impossible to create inspiration.

Industrial Mindset = I must hide that I am not enough

The belief that "I am not enough" is clear consequence of being tested, graded and ranked non-stop in Industrial School. It can also come from the "nuclear family" experience where we are isolated with one or more siblings and forced to constant comparisons and fights for approval or attention.

But even when we believe that we are not enough we feel compelled to try to hide this when we compete for a job or an opportunity. This dynamic creates quite an internal scramble, the opposite of inner harmony and clarity.

Scarcity Complaint = Not enough confidence

The self-confidence belief is that I believe that I can do it, whatever IT is. When you find yourself in a situation where you need to do things that you don't believe you can do, we call this a lack of confidence.

FEAR = Not safe to be myself

Often in Industrial families, Industrial schools and jobs we experience getting in trouble for being ourselves or expressing ourselves in some way. Over time, experiences like this lead to a belief that it is not safe to be myself or it is not safe to trust my choices or abilities.

For some, this fear can be subtle, and lead to holding back when we could be more assertive. For others, it can be quite debilitating and lead to a "play safe / stay in control" type of life. We can't play our Dreams and stay in control at the same time.

Deep Trauma = Disharmony & Chronic Pain

When we don't believe we can do the things we desire to do, it results in a lot of life situations that don't feel in harmony.

Also, when our beliefs are manipulated, we can find ourselves around people who are not in harmony with our true selves.

Chronic pain can be devastating. I only put it here to bring awareness to the possibility that while the pain is physical, often the source of the pain is in the brain. It can get pretty swirly in there when our beliefs have been manipulated.

What to do...

A big “consequence” of playing our Dreams with a coach is that our beliefs, both conscious and non-conscious, are revealed. This can be intense! You probably know this already.

The key is to KNOW that you have the Human Nature Superpower the Ability to Believe. Which means, with practice, you can choose new beliefs, beliefs that harmonize with your Dream, and your Dream Team!

Session #11 – Celebration

[or Session #13 in a 13-Session Series]

AUDIO PREP

[Listen to the prep audio for Session #11](#)

BONUS AUDIO

[Listen to an audio of Coaching Session #13 with Coach Dave and Player Mary.](#)

11-01) Prepare for Session #11 – Celebration

1) WARM UP AND Dream Sharing

Every time you speak your dream out loud with your coach it gains energy.



2) CELEBRATE

Share a few awesome experiences from the past week of social play.

3) GROW from Play.

Share about your Insights ~ Actions and Results.

As you share about your experiences you will gain clarity and awareness!

4) Practice PLAN

The plan for this session is to celebration and capture growth from the amazing adventure together. Then explore ideas for your NEXT Dream.

To prepare for the session:

READ over all of your Play Sheet Notes

Find your highlights.

Recall your transformations

Notice your expanded Superpowers!

Transformation Coaching Session #11 Notes				Date:
1. WARM-UP and Dream sharing:				
2. CELEBRATE 		3. GROW (from Play) 		
4. (Practice) PLAN: <i>Celebration and Growth</i>				
5. PRACTICE:				
Results 	Mastery 	Becomings 	Experiences 	
Your Dream:		Urge to BEcome:		
Drive to BE free:		Ability to BELieve:		
Love to BEfriend:		Need to BELong:		
6. GROW (from Practice)				
7. PLAY PLAN: What is your next Dream? FROM:				
TO:				

5) PRACTICE

Together you will review what unfolded in your Dream AND who you have become.

- (Social) Results
- Mastery – new skills
- Becomings – new qualities and perspectives
- (Peak) Experiences

Then you will walk through the Superpowers of Human Nature.

How have you grown in ability? In understanding?

- Ability to Dream - choose your desires
- Drive to BE Free - Self Trust and Self-Determination
- Love to BEfriend - Co-Create and Care
- Urge to Become - Spirit of Play and Playful Practice
- Ability to Believe - Self-confidence and Self-preservation
- Need to Belong - Self-Value and Social Safety Instincts

6) GROW

Explore the growth zone to new clues on the treasure map. What did you learn about playing for your dream and expressing your superpowers?

7) PLAY PLAN

Share a few ideas about your NEXT Dream.

What is the focus?

What is your next Transformation?

11-02) Transformation: From Invisible and undervalued TO Seen and Celebrated

From: Invisible & Undervalued

TO: Seen & Celebrated

This is a big one for all of us. Because of our many experiences when our Human Nature was neglected and controlled in the Industrial Culture we are yearning to be seen and celebrated for who we are and what we have contributed to others in the social world.

Coaching is special here because your coach has knowledgeable observations! They can provide so much more than: "oh, that was great". They know the details of the effort you put into your Dream and the whole adventure.

They know your struggles, and the challenges.

They know your growth, and the peak experiences you have played for.

Again, we are all yearning to be seen for our valuable contributions and our individual growth.

Since we have all been trained to be just a cog in the wheel of Industrial Production, it takes some courage to embrace your unique value. You may notice yourself resisting what your coach is sharing with you. Take a deep breath, and let it in!

Then...

Remember this HUGE idea, we ALL are yearning to be valued and to feel that we belong. This is a gift that we give to each other.

Make it your mission to see the people around you and let them know when you see their contributions.

You can live a coach approach life, even if you are not an official coach.

11-03) Transformation: From Hierarchy to Egalitarian

Transformation:

From: Hierarchy

TO: Egalitarian

I am so excited for you and your coach!

To whatever extent you and your coach have co-created an Egalitarian Partnership, you are both to be commended, because it is NOT easy to do this.

We have all been so thoroughly indoctrinated to hierarchical control relationships, that it can feel strange to attempt an egalitarian partnership.

For your coach...

On one side of the coaching field are many experts practically yelling at them, telling them that they must be an authority, telling people what to do, in order to be a good coach.

On the other side there are an equal number of so-called experts yelling at them, telling them that as a coach they must step back and be a humble servant, only asking questions.

As you know, I don't think either of these ways is a good way to coach, nor is it a good way to co-create ANY kind of partnership. The BEST, most natural, way to partner is egalitarian. This is the way to bring out the best in BOTH people.

But it takes a lot of unleashing our Human Nature and self-trust to do this.

It also takes a lot of letting go of what we have seen all around us our whole lives. We don't have many good role models for this type of partnering. But, here is the awesome news, now YOU and your Coach can be role models for others!

I am so energized by this!

For YOU...

You had to step up to become an equal co-creator with your coach. This was not easy at all in the beginning because you literally had no idea what was going on!

I so admire your playfulness and courage.

If it took awhile for you to step into the role of equal co-creator, that was to be expected.

It would be normal, but not natural, for you to think that if you were paying your coach, that they should SERVE you. If you were able to let that go... AWESOME.

In the beginning you did need to watch and follow your coach and me so that we could guide you in learning all of the techniques. But, this did not make you less than them. You can be learning and feel equal at the same time. In fact, this is the way of Human Nature.

What I am excited about now is how you can bring this Egalitarian Partnership way of living to more areas of your life! To your family, community, company... your world!

By doing this, you are making the world a better place!

Team Play for Transformation!!!

11-04) Growth Mindset

We put a lot of energy into the growth mindset during our adventure together.

There are some folks in the personal growth field that talk about people as being either growth or fixed mindset... and that growth mindset is better.

I believe that EVERY HUMAN has a growth mindset, until they are punished or shamed for making a mistake a few too many times, then their mindset becomes more fixed.

However, you can't fix your fixed mindset by trying not to have a fixed mindset. BLAGH!

Just like everything on the Treasure Map of Problems, the ONLY way to play it, is to:

- A) Assume your Human Nature has a growth mindset
- B) Co-create a safe space to practice – EG. have a coach!
- C) Unleash and practice your growth mindset step-by-step... TOGETHER.

A very important idea for all transformation, as we have discussed a few times, is that we need to grow together.

Almost all of our “personal problems” were caused by being put under control or neglected by people who were also put under control and neglected. It is a chain reaction that keeps going until someone breaks the chain.

We can all participate in breaking the chain with others by sharing our freedom and friendship – and all of our awesome Human Nature Superpowers - with them.

11-05) THE BIG PICTURE... how to play better with a Transformational Coach

Here we are! You did it. I am so happy for you.

We started with your Lightning Bolt Moment that set you free to adventure in the social world.

The BIG idea of the Transformation Coaching engagement was primarily for you to learn how to be a player for your Dream with a Coach; for you to learn that you can practice social play situations and uplevel your Human Connection Superskills.

And... enjoy some new peak experiences and get excited about your life possibilities now that you don't have to work alone.

AWESOME.

The Transformation Coaching engagement was a pre-set sequence of coaching sessions rather than a free flow where every session is pure spontaneity.

The reason for this was so that you could learn the techniques via the playbook and audio.

Now you are a capable co-creator of coaching with your coach!

Now you know how to play for your Dream in the world and notice your growth opportunities.

Now you know the fundamental techniques that you and your coach can use to co-create together and practice peak experiences, conversations and pivotal moments.

Now...

You can your coach can approach each session as a fluid co-creation.

NOW... your mission is to play as big as you can each week and then choose the most important or most intriguing growth opportunity to bring to each session.

Remember, your coach can practice just about ANYTHING with you, but it is up to YOU to know what you want to practice. If you have a few good possibilities, of course your coach will weigh in with their perspective.

And if / when you want to...

We have 3 more pre-set 12-session coaching engagements that you can explore with your Coach:

Play Life – Focus on unleashing your YOUNique Superpowers with the Urge to Become Human Nature Superpower

Inner Freedom – Focus on exploring your fears like a treasure map that leads to your YOUNique Superpowers by unleashing your Ability to Believe Human Nature Superpower.

World Power – Focus on transforming the world around you in to a success academy for your Dream by unleashing your Need to Belong Human Nature Superpower.

11-06) Coaching in the flow

After you complete the Transformation Coaching series

Now you can get into a regular flow of coaching using the techniques of Transformation Coaching in a more spontaneous and flowing way.

Before each session, look at your Play Plan sheet with your growth experiences from the week and select a few to explore.

The structure of each session is the same as you have done every week.

This little bit of structure is very important for clarity and confidence.

1) Warm Up

An important ritual for every session ever time.

2) Celebrate

Celebrating keeps your Dream Alive and activated. Keep doing this.

3) Grow from Play

This will get deeper and more provocative the longer you play with your coach.

4) Choose the focus

And choose a technique to start

5) Practice

Now that you and your coach are in a groove together, often you will be able to practice 2 or 3 growth opportunities in every session. This is awesome.

You will really accelerate your growth!!!

And your peak experiences will happen more often.

6) Growth Zone

Transformation Coaching Session #11 Notes		Date:
1. WARM-UP and Dream sharing: 		
2. CELEBRATE 	3. GROW (from Play) 	
4. CHOOSE THE FOCUS 	5. PRACTICE 	
<div>Practice Technique <input type="checkbox"/> Peak Experience <input type="checkbox"/> Role Play <input type="checkbox"/> Pivotal Moment <input type="checkbox"/> Co-create Awareness <input type="checkbox"/> Embody the Dream</div>		
5. 		
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:		

Explore the growth zone to highlight new insights from the session.

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.

There are so many transformations to explore and play for. Adding this to your play plan each week will keep you on a vibrant growth edge. (It will keep you young too!)

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

Keep playing! And aim to become a more and more inclusive co-creator all the time.

Then write out your play plan for the week ahead.

Lather. Rinse. Repeat.

11-07) Thank You!

Thank you!

Thank you for being a player.

Thank you for trusting your coach and me.

Thank you for having the courage to rise up and transcend the Industrial Control Culture.

Thank you for bringing your Dream to the world around you.

Thank you for being a light for transformation.

Thank you for the many ripples of goodness.

FREE PEOPLE, FREE PEOPLE!