

TRANSFORMATION COACHING



Coaching Guides
by Dave Buck, MCC



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

Welcome. On behalf of the entire CV Team, I want to welcome you to Transformation Coaching.

**This PDF contains the Pivotal Moment Technique
One Page, Coaching Notes Sheet and Coaching
Guide.**



Learning how to coach is a lot like learning how to play a musical instrument WITH the intention to play in an improvisational jazz group with other musicians.

Using this metaphor, the coaching guides are “the songs”. Learning the music provides a structure for learning the instrument and getting into the feeling of music. Each coaching guide is like a new piece of music that will take you deeper into the instrument.

After LOTS and LOTS of practice, you become masterful with the instrument, the feeling of the music is in your blood and you can “just play the songs” with other musicians by putting your attention on the co-creation NOT on the music itself.

When you first start coaching, just follow the Guides. Metaphorically speaking, you will be able to create pleasing music and hopefully continue to fuel your desire to pursue mastery. And then one day you will BE the music and write your own songs!

Before you use the Guide with a player read it over many times. Read it out loud a few times. Get a feeling for the words, the questions, the ideas and the flow of the conversation.

When you are first learning, follow the Guides closely; put your attention on observing your player as they respond to the questions and statements.

Within each Guide there are places to follow your intuition and places to improvise; for example, when doing a Role Play with your player.

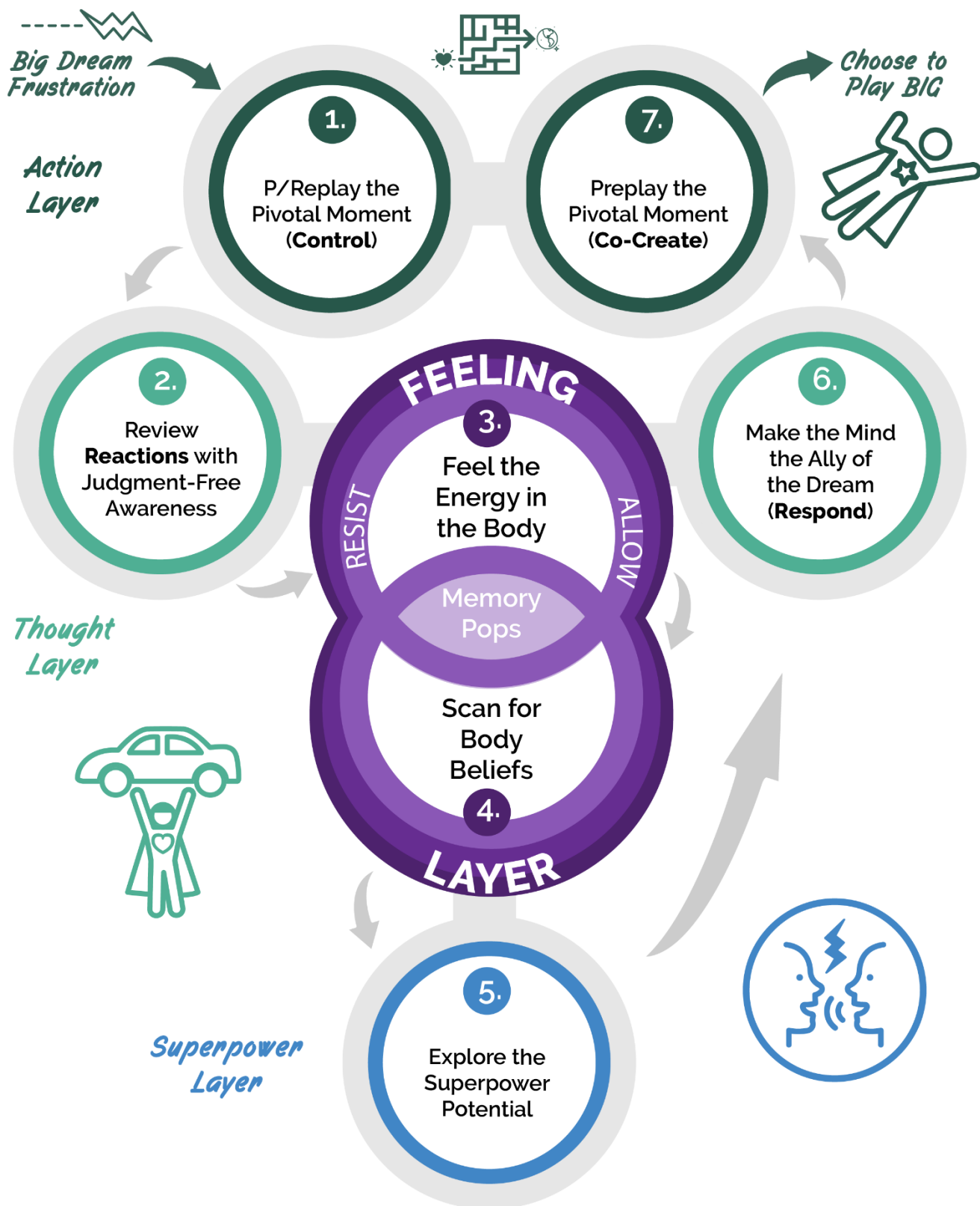
Using these coaching guides, you will create a great experience for your players AND you will learn the Transformation Coaching Techniques, ALL AT THE SAME TIME!

Also included in this PDF is the Technique Sheet as well as the Coaching Notes playsheet that you can use to write your coaching notes from the session. These pages follow the flow of the coaching session and are a good way to get a visual picture of the session.

Enjoy every moment...

Coach Dave Buck and the CV Team!

We are the champions of dreams!



Transformation Coaching Session #4 Notes

Date:

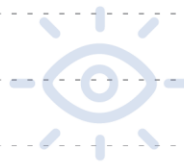
1. WARM-UP and Dream sharing:



2. CELEBRATE



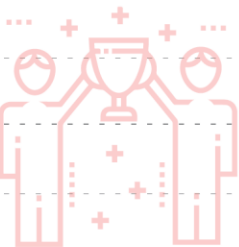
3. GROW (from Play)



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



SUPERPOWER POTENTIAL



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:

Coaching Guide Format

Here is the format for the Coaching Guides

****!!!****

WELCOME

1) INTRODUCTION

SAY: "Thanks so much for doing this exploratory conversation with me. I really appreciate you and I can't wait to see what we discover together. This conversation will take about 15-20 minutes.

ASK: Are you ready to go?

{Coach: wait for them to SAY: YES}

****!!!****

NOTES

1) You say to the player the text after the **ASK:** or **SAY:**

While sounding conversational;

as if that question just popped into your mind.

2) The copy in Red – {also in curly brackets if you don't see color} You DO NOT say to your player.

These notes are guidance for you.

Coaching Guide: Pivotal Moment of Choice

Coaching Technique: Pivotal Moment of Choice Starts with Step #4

1) WARMUP

SAY: "I am really excited about coaching with you again today. I can't wait to see what we co-create together and discover on the treasure map."

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

{wait for them to say, YES}

SAY: "OK. Let's start with a quick warm up. Like we do each session, we will do 3 Connecting Breaths to warm up our wisdom and a 30 second visualization to warm up our imaginations."

SAY: If you are in a safe place, you can close your eyes. If possible, put your feet flat on the floor and rest your hands on your lap or place them over your heart.

{do this in a quiet voice}

SAY: Big breath in (hold a moment)... Slow Breath Out {breath out slowly}

SAY: Big breath in (hold a moment)... Slow Breath Out {breath out slowly}

SAY: one more time...

SAY: Big breath in (hold a moment)... Slow Breath Out {breath out slowly}

SAY: Excellent

SAY: Next we will do a 30 second visualization. Keep your eyes closed if you can. Use your imagination to see yourself in one of the peak experiences of your dream and being awesome. Do your best to see it and feel it in your body. After you start the scene, allow your imagination to take you where it wants to go.

SAY: 30 seconds... here we go.

{wait approximately 30 seconds}

SAY: OK Excellent. Thanks for doing that with me.

NOTE: *if they want to share what they saw, definitely encourage them to do so.*

SAY: OK. The final warm up step is to share with me a 30-second version of your Dream.

{Listen. Then when they finish...}

SAY: I can see you doing that!

{pause for a moment}

ASK: Allright! We are warmed up now. Are you ready to dive in?

{wait for them to say: Yes}

2) CELEBRATION

SAY: For our coaching plan today we will explore your actions, results and challenges for growth opportunities and then practice together with a Pivotal Moment of Choice. This is similar to the Intentional Co-Creation Technique and an awesome way to practice any situation where you face some doubt, fear or a belief that is not supporting your Dream. This is how we go deeper into the treasure map. It's FUN!

ASK: Share with me anything you want to celebrate since our last session especially peak experiences...

{Coach: listen and champion their growth!}

3) GROW (from Play)

ASK: Share with me any insights you had about playing for your Dream?

{Coach: listen and ask any curious questions that pop up for you;
ESPECIALLY listen for PIVOTAL MOMENTS!, GROWTH OPPORTUNITIES...

SAY: Let's do a quick check-in on how you played.

ASK: Please share with me anything important about your **actions and results**.

{Coach: listen and ask any curious questions that pop up for you;
ESPECIALLY listen for PIVOTAL MOMENTS!, GROWTH OPPORTUNITIES...

ASK: What were the most interesting **challenges** you faced and what did you discover about your Human Nature Superpowers?

{Coach: listen and ask any curious questions that pop up for you; ESPECIALLY listen for anything that sounds like a Pivotal Moment to explore.}

{This is a place to Co-create Awareness!}

ASK: "What other challenges..."

Encourage your player to embrace challenges as growth opportunities.

IMPORANT: you are looking for a challenge to explore with the Pivotal Moment Technique.

4) (Practice) PLAN

SAY: Let's get into our Pivotal Moment of Choice practice technique.

ASK: Does that sound good to you?

{Coach: wait for the yes}

The Pivotal Moment of Choice Technique

1) **ASK:** Of all the challenges we explored, which one are you experiencing doubt, fear, stress, overwhelm, frustration or hesitation? Any ideas?

{Coach: This may be obvious from what you already talked about. Or you may need to help them hone in on a specific situation.}

SAY: OK let's make sure we are clear on what is happening and not happening.

ASK: The activity that we are playing with is **X** {say the action}

And when you do **X** (the action), what is your intended result?

{Listen: It is important that you are both clear about the action and the intended results.}

SAY: we will use a visualization technique called: "PREplay the Moment" and explore your thoughts and physical sensations.

5) PRACTICE

2) Visualize the scene

Ensure a Safe Space

{Coach Note: Make sure they are in an environment where it is safe to close their eyes for a few moments. Eg. Not driving. Not in a busy public place. Not watching something on the stove top. Not chopping vegetables.}

ASK: Are you in a place where you can safely close your eyes?

Assuming they say yes...

Start the Visualization

SAY: close your eyes, breath naturally, and take a few moments to create the scene; envision yourself taking the action.

ASK: Can you describe the scene for me?

{Coach Note: Listen carefully and get into the moment with them.

Coach Note: Make sure you can "see" it with them based on what they are describing.}

Coach Note: Some people are more fluid with visualization than others. Let them dictate the level of detail they describe.

3) Describe the Thoughts

SAY: It is very important that you **maintain judgment-free awareness** during this exercise. You need to imagine that we are both looking at this situation as interested and caring yet detached observers. This will help us expand awareness more easily.

ASK: Do you notice any thoughts going through your mind?

What are they?

SAY: Take your time. Continue to see yourself in the scene while being curious about everything that was going through your mind at that moment.

{Coach Note: Just wait and listen}

4) Scan the body

SAY: Now I want you to scan your body for physical sensations from the top of your head down to your waist. Scan slowly and remain open.

ASK: What sensations are you feeling in your body?

Coach, at this point there are 3 possibilities. They feel nothing, they feel one thing, they feel many things.

If they feel nothing

SAY: *that is ok. Often when we experience resistance there is a sensation in the body somewhere. Often it is quite subtle like a little buzzing or tingling sensation.*

Go down to 5) Share the wisdom of the fear

If they feel many things

ASK: *Which sensation is most intense?*

Have them choose one thing.

If they feel one thing... ALLOW it to be there

SAY: *Bring your full attention to the physical sensation. Feel into it as deeply as you can. ...{pause}... You may notice some emotions coming up. Just let them pass for now and focus on the physical sensation.*

ASK: *Does the feeling have a shape?*

ASK: *Does the feeling have a color?*

ASK: *Does the feeling have a temperature?*

SAY: *OK. Just keep your eyes closed for a few more seconds. Feel into it and allow this sensation to be in your body for 30 seconds.*

ASK: *Can you do that?*

{wait for them to say yes}

SAY: OK. Go for it.

{wait...stay silent for 30 seconds}

ASK: *You did it! What was that experience like? Did anything pop up for you?*

{just listen}

FIND THE BODY BELIEF AKA the “Wisdom of the fear”

SAY: *Now let’s try to find the wisdom in what you are experiencing. Fear is always focused on self-preservation. We want to discover what the fear or Body Belief is urging you to preserve, protect or hide.*

ASK: Fill in the blank for this phrase: “It’s not safe for me to ... fill in the blank”

Coach, co-create them. Explore a few options together. Encourage them to honor the wisdom of the “fear”.

5) Explore the Superpower Potential

ASK: *Let’s try to imagine the superpower this belief is preserving or protecting?*

{co-create this with your player}

{this is treasure map reading and it takes some practice!}

6) The Dream’s Request / Desire

SAY: That is excellent. Now let’s create a phrase to describe what your Dream wants you do.

ASK: What is your dream asking you to do in this situation?

Coach, co-create them. Explore a few options together. Help them hone in on a short phrase.

7) Preplay the moment again

SAY: Now close your eyes for a moment and visualize the scene again while holding in your mind your Dream’s request. ...{pause} See yourself making the BIG Move and everything turning out great.

Give them 10-30 seconds of silence.

ASK: What did you see?

Listen.

SAY: Now you have the choice to play safe or play BIG. Either one may be appropriate when you are in this situation. The key is that you have choice.

SAY: Great practicing!!!

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

ASK: “We set out today to explore and practice a pivotal moment from your Dream. How did you do on that plan?”

{Coach: listen}

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

{Coach: listen}

ASK: “What did you learn about yourself, and your superpowers in this session?”

{Coach: listen}

SAY: “Can I share an observation?”

{Coach: share an observation about your player’s superpowers and the pursuit of their dream.}

6) GROWTH MODE (from practice)

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

ASK: “We set out today to explore and practice a pivotal moment in your Dream. How did you do on that plan?”

{Coach: listen}

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

{Coach: listen}

ASK: “What did you learn about yourself, and your superpowers in this session?”

{Coach: listen}

SAY: “Can I share an observation?”

{Coach: share an observation about your player’s superpowers and the pursuit of their dream.}

7) PLAY PLAN (For the days ahead)

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

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

{Coach: listen}

ASK: For this week what transformation can we focus on? From A to B?

{Coach: listen and CO-CREATE }

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

{Coach: listen}

ASK: “What resources or support will you need for this play plan?”

{Coach: listen their need for support OR highlight possible obstacles}

ASK: “What is your structure to keep our play plan alive between now and our next session?”

{Coach: listen for their structure / the Play plan Playsheet is an example structure}

SAY: “Keep creating ways to bring the spirit of play and your Human Nature Superpowers to as many of your actions and experiences as you can.”

ASK: “Can you do that?”

Wait for them to SAY: “YES!”

SAY: {Share a supportive observation about the player’s progress in the session; if possible share something about how they expressed their superpower in the Role Play}

ENDING

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

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

ALTERNATE ENDING

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