

TRANSFORMATION COACHING



Playbook for Coaches
by Dave Buck, MCC



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

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Transformation Coaching

Playbook for Coaches 2023 Edition

By Coach Dave Buck, MCC

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Note to reader...

This is a playbook. If you can imagine the playbook of a sports team, it is always evolving with new ideas... and letting go of ideas / plays that don't work so well anymore.

This playbook is like that.

The PDF link for this ebook will always get you the most up-to-date version.

We introduced this program in 2022 so it still in a state of co-creation.

It is a next generation of a program called "Coaching Superpowers" that we taught for many years.

ENJOY!

If you see - "EXPLAIN" - anywhere in the playbook, this means this section has not been updated for this version of the playbook.

Welcome!

Hello there! Coach Dave here with you.

On behalf of the CoachVille Community, I welcome you to the Transformation Coaching program.

I am the co-creator – with our amazing team of coaches – of the Transformation Coaching program that you are about to learn and use with your players to guide the path of Transformation.

Each chapter of the book corresponds with a Class Session AND a coaching session that you will practice with your class partner and then do with your players.

Each chapter is a brief overview of concepts and techniques that we discuss in class and use in our coaching sessions. And there are several segments in each chapter that we don't have time to cover in class. ALSO... I recommend that you read the Player Playbook as well.

Our BIG Dream at CoachVille...

Everyone, everywhere with the courage to play BIG for their dreams, has a Transformation Coach!

YOU are making our dream come true!! Thank YOU!

As a Transformation Coach you are...

- **The champion of dreams**
- **The promoter of playfulness**
- **The uplifter of 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, as Transformation Coach you will help your players to play life better. You might be wondering: how do we practice life? We will get to that I promise. Oh, and it's AWESOME!

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

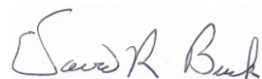
Playfulness will empower your players to relate for influence, create for inspiration, explore for visibility and experiment for discovery... the 4 things our Dreams need us to do.

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. But they have been mostly squashed and mangled by cultures of Authoritarian Control. As you coach your players to live their Dream NOW, they will discover, unleash and develop the Superpowers of Human Nature! This will be good.



Are you READY TO Play for your own Dreams AND create a ripple effect of good by coaching others? Are you ready to amplify the goodness of our Human Nature? I know the answer is YES! The good news is that it happens naturally when you become a Transformation Coach.

Enjoy the adventure, we are delighted that you are with us...



Coach Dave Buck and the CoachVille Community...

We are the Champions of Dreams!

A Quick Note

Before we dive into the Introduction, I have a few quick notes for you.

Note 1: If you are opening this Playbook and class is going to start in a few days, skip this Introduction and go straight to Chapter 1. Then come back and read this when you have more time.

Note 2: Not everyone is a good reader. If this is you, it is OK! You don't need to be a good reader to be a GREAT Transformation Coach.

Here is what you do:

1) READ the Coaching Guides!

The only thing you REALLY need to read is the Coaching Guides. These are essential to learning the techniques of Transformation Coaching. Take your time. And I highly recommend reading them out loud a bunch of times to get familiar with the phrases and questions.

The playsheets and technique sheets provide a visual guide to the flow of the conversation. With just a little practice you will be able to guide the coaching sessions using just the playsheets.

2) Look for the pictures

Skim through this playbook and mostly look at the models and diagrams. Maybe read a little bit of the explanations of the models.

3) Listen to the Player Prep Audios.

This will give you the main ideas that you need to coach your players as a guide and co-creator.

4) Listen to the Coaching Session Audios... a few times.

If you are not a good reader, it is highly likely that you are an amazing listener! By listening to the coaching session audios, you will absorb the experience of Transformation Coaching.

Table of Contents

WELCOME!..... 3

TABLE OF CONTENTS 6

INTRODUCTION 7

CHAPTER #01 - THE EXPLORATORY SESSION 28

CHAPTER #02 – DREAM ACTIVATION 50

CHAPTER #03 – SOCIAL PLAY 64

CHAPTER #04 – PLAY BETTER 80

CHAPTER #05 – PIVOTAL MOMENTS..... 93

CHAPTER #06 – CO-CREATE PRACTICE..... 113

CHAPTER #07 – DREAM REFRESH 129

CHAPTER #08 – PLAY FOR “YES” 141

CHAPTER #09 – CO-CREATION SERIES 150

CHAPTER #10 – MORE PRACTICE 160

CHAPTER #11 – CELEBRATION 168

CHAPTER #12 – EVERYDAY TRANSFORMATION COACHING 177

Introduction

The BIG Picture of Transformation Coaching

IN-01) The Lightning Bolt Moment

From the Player Playbook...



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 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, we 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 you YOU now that needs to be set free... back into the social world for expression, growth, risk and opportunity; so that can live your next Dream, NOW!

Together we will discover what part of YOU (or parts) is being SET FREE... and ready of not.. the other people of the world are calling for you.

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.

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

FLASH... a new DREAM!

FLASH... a new possibility

FLASH... a new awareness

FLASH... a revealed desire

FLASH... a new ability

FLASH... a new becoming

FLASH... a new understanding

FLASH... the 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

IN-02) What Transformation Coaching is

Transformation Coaching is the next generation of coaching!

Awwwww yeah!



Transformation Coaching Is...

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

Version 1 Life Coaching

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

Help the client achieve their goals with:

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

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

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

Most coaches were a hybrid of these two styles.

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

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

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

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

1. A personal egalitarian relationship

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

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

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

neither of these situations would qualify as coaching.

Coaching is NOT hierarchical..

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

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

Coaching is egalitarian because the coach and player are equals 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 more than a passive companion.

Coaching is profound because it goes beneath the surface of life into feelings, emotions, beliefs, 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 sharing observations with Luke BUT... Luke makes his own choices about what to do.

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

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!

2a. Guided practice

Guided practice is the true essence of coaching.

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!

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

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

Embodiment - we can FEEL ourselves in a new experience.

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:

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

And in business and leadership there is an addition skill:

- Enrolling for Transformation

Observation and Conversation

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

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

At the same time we develop abilities so much faster when we observe someone else doing it.

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

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

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

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

This is the way life is meant to be played; we are meant to co-create life with others; we are meant to be SEEN and valued by others. We are meant to generously lift up each other.

2b. Playful Co-creation

Talking together is a big part of how coaching happens.

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

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

The ancient power of co-creation!

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

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

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

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

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

- ideas,
- plans,
- approaches,
- awareness,
- insights
- and more.

3. To Become the next version of themselves

Becoming is the transformation part of transformation coaching.

Coaching is always riding on parallel tracks.

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

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

Becoming includes

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

We become the next version of ourselves through:

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

4a. In pursuit of playing better

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

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.

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. For 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 Dream includes

Desire – there is a new peak experience 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!

In the Transformation Coaching program you will learn... AND PRACTICE... coaching techniques for practicing 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.

IN-03) The Purpose of Transformation Coaching in the world

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

This is an intense idea that really I should ease us into later in the program.

But since it is all over our CoachVille website, we are just going to “dive into the deep end”, metaphorically speaking. We won’t bring this up with our players until halfway through the program.

By signing on to become a Transformation Coach you are participating in one of the most important global movements happening in the world today!

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

From: Dehumanizing Authoritarian Control Hierarchies

TO : RE-Humanizing Egalitarian Co-Creation and Freedom

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

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

This is the Transformation we are all playing for.

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

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

All around the world Professional Transformation Coaches as well as Coach-Approach leaders, managers and entrepreneurs are uplifting the Human Family – one person at a time - out of the dehumanizing Industrial Age of Control and into the Connected Age of

Play by unleashing the Superpowers of Human Nature: To Dream - Be FREE – Befriend - Become – Believe – Belong! (whew... that is a doozy of a sentence!)

Dehumanizing Hierarchical Control

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

The way I see it:

- Schools are all about controlling the human nature of children.
- Most religions are about controlling human nature.
- Corporations are based on command – control – compliance (and sometimes also conquer and colonize)
- And because of all this control everywhere... even families are often focused on controlling each other.
- Most governments – even those with elections – are based on authoritarian rule; or oligarchical rule: rule by the few with wealth over the many.

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

Why do I say dehumanizing?

Because ... we HUMANS HATE being controlled. We do. We hate it. Human Nature is egalitarian, and we are born FREE. Yet because control is the first response to trauma AND highly addictive, human systems based on control are everywhere.

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

In hierarchical control structures:

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

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

Controlled people, control people.

Hurt people, hurt people.

Transformation coaching is our way out of this mess.

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

Coaching is NOT an “intervention”.

Please never use that word again when referring to coaching.

Coaching is always a choice.

Transformation Coaching is about freedom and co-creation!

- Freedom to be your playful self and continue to grow and become a new version of you easily and naturally.
- Freedom to use your Human Connection Super skills to be a positive influence in the lives of people that you care about.
- Freedom to express ALL of who you are and contribute your YOUUnique value to others and enjoy the rewards.
- Freedom to pursue your own dream with a team of people who share your dream.
- Freedom to co-create belonging with people who enjoy ALL of YOU and who you are becoming and what you are contributing.

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

Said another way: All coaching is transformation coaching.

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

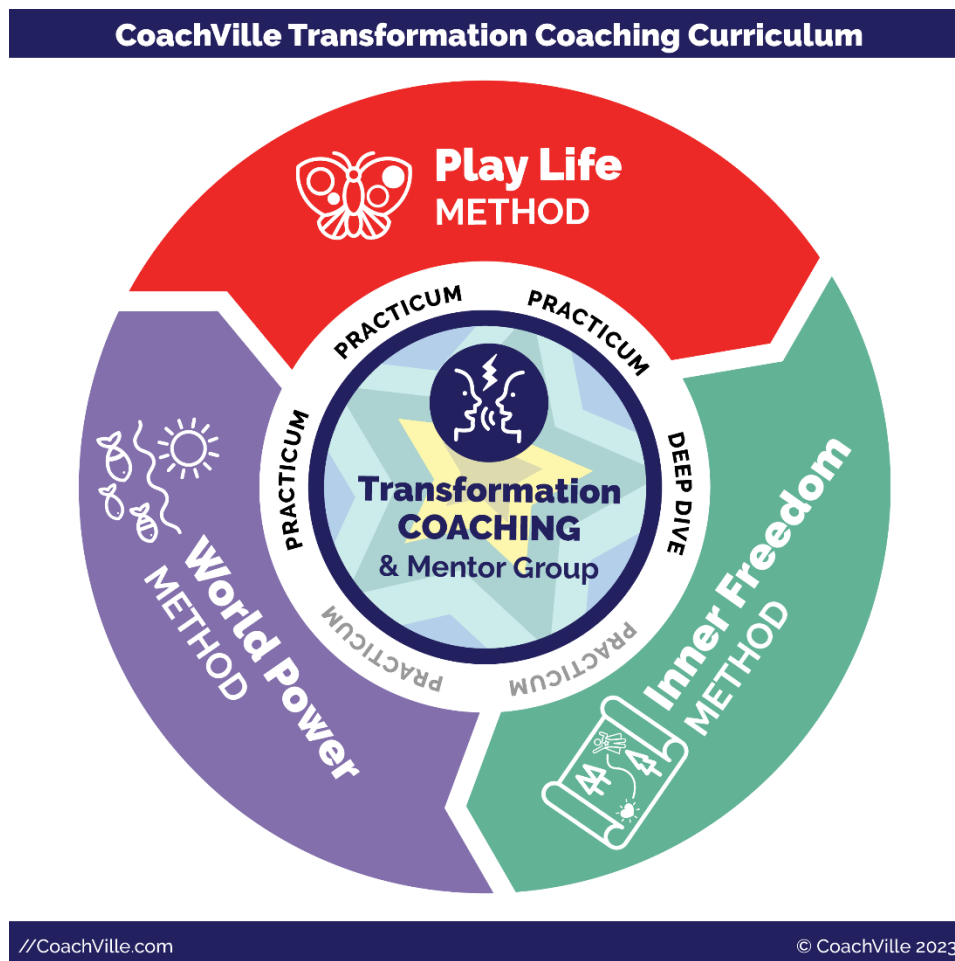
A key point here is that we don’t get free by struggling alone! Freedom is social. We only get free together... we must free each other by stopping the status quo habits of Authoritarian Control and sharing the rebellious joy of Connected Play and Co-Creation.

Free people, FREE PEOPLE!

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

IN-04) Your CoachVille Coaching Journey Begins (or continues)

Where Transformation Coaching fits in the CoachVille Curriculum.



In the center you see the talking faces with the Lightning Bolt. This is the symbol for the Transformation Coaching program that we are doing together now. This program focuses on Transformation Coaching Techniques and Skills. It also introduces a few essential concepts like Human Nature Superpowers and Social Play.

You also see in the center the Mentor Coaching Group which focuses specifically on mastering the Coaching Superpowers from the perspective of the ICF Competencies and Certification Markers.

Next we look at the outer circle where we see the three CoachVille Coaching Methods. The coaching methods are how the coach can provide a guided coaching experience over 12 sessions. The Methods classes make use of the skills and the techniques and weave them into a broader narrative for the player.

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

Play Life = The Urge to Become

Inner Freedom = The Ability to Believe

World Power = The Need to Belong

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

You must complete this program BEFORE participating in a Practicum. However it is a great idea to observe a Practicum while you are in this program.

The Deep Dive programs take place all throughout the year and you need to complete 2 of them to meet the graduation requirements.

IN-05) Program Overview

The Transformation Coaching Player Program can be done as either a 10 Session series or as a 12 Session series.

For your practice players while you are in class, we will do the Exploratory PLUS 10 session series. We do this so that you can recruit, coach and celebrate with them within the 12 Weeks of class. The Exploratory Session is Session #01

AFTER you complete the program, you may want to do this program as a 12-session series with your players. This will be the Exploratory PLUS 12 Sessions In practical terms, you stretch it from 11 to 13 sessions by repeating Session #09 – More Practice – 2 more times.

Here is the quick outline:

Class #01: Exploratory Session.

Class #02: Dream Discovery Technique

Class #03: Social Play (AKA Human Connection and Peak Experience Technique)

Class #04: Play Better (Role Play Technique)

Class #05: Pivotal Moment Technique

Class #06: Co-Create Practice (Choose a Technique)

Class #07: Dream Refresh (Co-Create Awareness Technique)

Class #08: Play for “YES” (Role Play + Pivotal Moment)

Class #09: Social Play Series (Intentional Co-Creation Series) AKA Dream Dress Rehearsal

Class #10: More Practice (Choose a Technique)

Class #11: Celebration (and Next Dream)

Class #12: More Practice; “Everyday” Transformation Coaching

IN-06) Quick Overview of the Transformation Coaching Superpowers

Create a ripple effect of GOOD in the World around you

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

Transform Your Mindset

From: Managing and attempting to control people and situations

Into: Co-creating with people and playing for our Dreams.

Delve into and practice 10 Coaching Superpowers and the 8 ICF Core Competencies used to score your certification recording.

Playing with these Superpowers will accelerate you into professional coaching, Coach Approach Leadership and enjoying life in a coaching culture.

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

A) The superpowers of coaching

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

Details

Superpowers are your foundation for excellence.

We will cover each of the 10 Coaching Superpowers and 8 Core Competencies one at a time, in a way that makes them easy to use and remember; We will explore how these Superpowers are needed to use the Transformation Coaching Techniques.

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

How to talk like a coach with the Spirit of Play

When you look at the ten core skills, they look pretty... well... basic! They are. The key is to MASTER them through the continual practice coaching.

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

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

{The Model is on the next page}

Transformation Coaching Superpowers Model



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The 10 Coaching Superpowers and 8 Coaching Competencies (ICF)

A quick point about the numbers: We have a different set of numbers than used by the ICF. In this book we will use our numbers. In the model above we show the 6 ICF Core Competency Model for 2022 (Numbers 3 – 8).

The 10 Coaching Superpowers	The 8 Core Competencies (ICF 2021)
	1) Demonstrates Ethical Practice * not used to score the certification recording

	2) Embodies Coaching Mindset * a collection of “markers” from the other competencies are used to score this.
1) Purpose Sharing	3) Establishes and maintains agreements
2) Permission Space (Ask For)	4) Cultivates Trust and Safety
3) Presence (Coaching)	5) Maintains Presence
4) Plan – Imagine Possibilities	(Part of #8 Facilitates Client Growth)
5) Play – Co-Create Moments	(Part of #8 Facilitates Client Growth)
6) Grow – Evaluate Performance	8) Facilitates Client Growth
7) Curiosity Questions	(Part of #7 Evokes Awareness)
8) Triplex Listening	6) Listens Actively
9) Self-trust Sharing	(Part of #7 Evokes Awareness)
10) Go deep Awareness	7) Evokes Awareness

By mastering the 10 Coaching Superpowers you will be MORE than capable of demonstrating the 6 ICF Core Competencies used for the Certification process! 1 and 2 are not used for Certification.

IN-07) Team Play for Transformation

It takes a village to live our dreams.

It takes a village to co-create transformation!

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

At CoachVille we have co-created a culture for Dreams and Transformation that you can be a part of... and we invite you to share this with your players as well.

Our culture includes Coaching, Concepts and Community.

Coaching

Coaching is proactive co-creation and guided practice. Coaching with you is the core of the experience for your player, but you don't need to do it alone!

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

Concepts

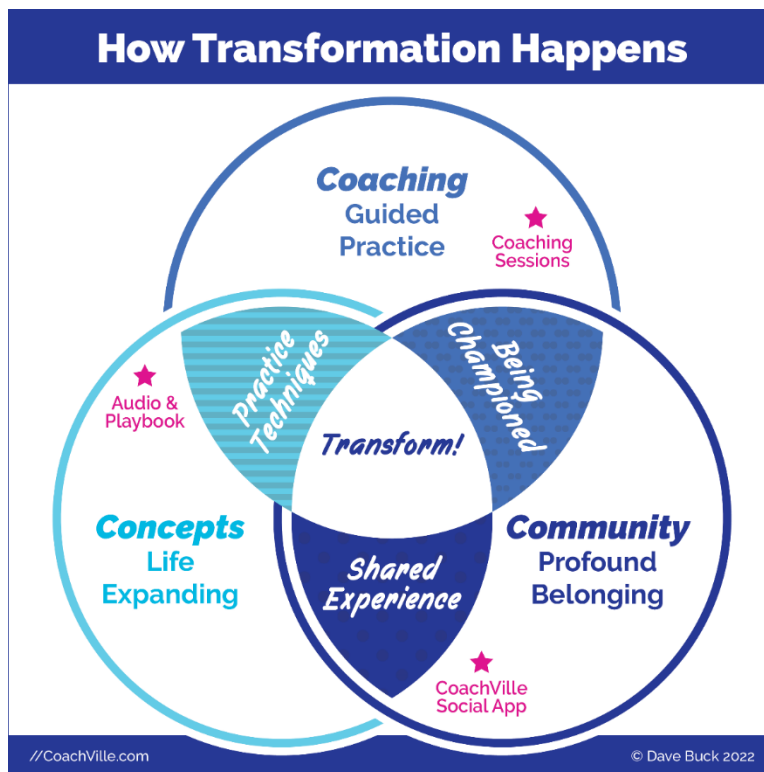
Concepts are life expanding ideas that can shift our mindset and expand our awareness. Your players have the playbook and access to the audios so you don't need to take precious time during your sessions to "teach".

When you and your players and fellow coaches and their players all share unique experiences, we build a strong bond of community.

Community

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

The community part is vital because they will feel that they are a part of something bigger. They are not the only person they know with a Transformation Coach. Experiencing a positive culture will empower them to "ripple" their experience out to other communities that they are part of!



Access

They 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.

We will share with you a private link that you can use to invite your players to the private group for Transformation Coaching Players.

SEE YOU THERE!

A few more thoughts about team play...

Life is a co-creation.

Freedom is a co-creation.

The coaching relationship is a co-creation.

At CoachVille we play with co-creation all the time. CoachVille founder Thomas Leonard was a wildly successful co-creator with a group of coaches he called his “R&D Team”. Co-Creation is part of our DNA at CoachVille... and actually for all of us!

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

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

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

So, we have created a playbook and a set of audios that you can share with your players that explain all of the concepts needed for Transformation Coaching.

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

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

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

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

Meanwhile, this will make coaching with you highly impactful. Like I said... credibility matters. It leads to advocacy and referrals.

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

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

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

Free People, FREE PEOPLE!

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

Yeah Team!

Chapter #01 - The Exploratory Session

Recruit Practice Players

01-01) Read the Coaching Guide!

Transformation Coaching #1 (Exploratory)		Date:	
SESSION FOCUS: EXPLORATORY SESSION			
Peak experiences:		Self-expression:	
3.		4.	
<div><div>2.</div><div>1.</div><div>3-month focus:</div><div></div><div></div><div>Your Dream</div><div></div><div>5.</div></div>			
7.		6.	

Read the Coaching Guide for Session 01 Exploratory Session

And, if you want the full picture, [Read the Player Playbook Chapter 01](#)

The flow of practice!

Reading the Coaching Guide for the session that we will practice in class will need to become a part of your weekly routine. So, let's just get started now.

Here is the pattern:

- 1) Read the Coaching Guide out loud a few times
- 2) Practice it in class with a class partner
- 3) Continue to “practice” by doing it for real with your players. In the Exploratory Session you are practicing with potential players.

01-02) Transformation: From Control TO Co-Create

Each week we will focus on one transformation.

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

From: Control

TO: Co-Create

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 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.

Consider...

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

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

You are not going to control your players because you are “the authority.”

YOU are not going to be controlled by your players because you are supposed “to serve” them and the “customer is always right”.

Coaching is NOT a service!

Coaching is an egalitarian relationship.

Even if you have the idea that “being of service” is a good thing, I urge you to let it go for your coaching endeavors. “Being of service” implies hierarchy.

01-03) Practice Players and The Money

The key to coaching success is ... PRACTICE PLAYERS

And it is essential if you are going for Certification.

It is optional if you are here for CCEU's or personal growth.

The money conversation is included in the Exploratory Session Coaching Guide.

As far as the money goes, you have options: paid, barter, pro-bono

What about the money?

We STRONGLY recommend that you charge a fee for coaching your practice players. It can be a small fee according to what “small fee” means to you.

But if you are not comfortable with this, then you can look for barter possibilities or you can coach them “pro bono”. The choice is truly up to you. However, we encourage you to charge because A) with all of the resources, the value is there AND B) you need paid hours for your certification. Might as well start now!

Also, we recommend making your potential players the offer this unique way. AND AGAIN... you can choose to do it a different way.

This is taken straight out of the Coaching Guide:

****!*****

EXPLAIN THE MONEY

SAY: So, in order to earn my coaching certification, I need to accumulate 450 paid coaching hours! It's a lot. While I am on my way to certification, I am offering a super affordable introductory rate of \$300 for 10 sessions. If you are good at math you know that is \$30 / session. Amazing value!

Plus, you get the playbook and prep audios and playsheets.

****** and there is a community on the CoachVille App for all the players in the Transformation Coaching program which you might really enjoy.

AND ...

You don't pay until after our 4th session. If after our 4th session you want to keep going, then the investment is \$300 – and you can pay in 3 \$100 payments each month.

If you don't want to keep going, then there is no payment, and we consider the 4 sessions pro bono and we both learned from the experience together.

ASK: Does this sound fair to you?

****!!*****

IMPORTANT. If you are going to handle the money in a different way than is spelled out in the Coaching Guide, then you need to write out YOUR version. And when you get to that part, read your version instead of following the Coaching Guide.

NOTE: if you have written out your own money part, practice reading that part a bunch of times before your first exploratory session. You want the money part to feel smooth and practiced!!!

If you are an experienced coach, you can recruit paying players for this engagement or invite 3 existing players to do this with you. However, I recommend that you plan to coach 3 players specifically using the Transformation Coaching Guides rather than blending it with what you are already doing. This will help you learn the Techniques AND it will set

you up to add 12-week Transformation Coaching engagements to your business model.
SMART!!!!

A quick note about the ICF and the certification process.

To earn your PCC Certification you need 500 coaching hours; 450 must be “paid” hours.

We use the term ”paid” a little bit loosely here.

Paid includes barter.

Paid includes getting paid \$1 per session; or getting paid with a cup of coffee.

IMPORTANT: Track your hours!

Starting with your first exploratory session, make a document where you keep track of every coaching session you have including the name of the player, the date, and the length of the session.

01-04) Session 01- Exploratory – Coaches Notes

Follow the Coaching Guide

Practice observing your player

Even though it is “practice”, notice your energy at the “moment of choice”.

Quick Review of the Exploratory Session Coaching Guide

The playsheet follows the flow of the Exploratory Session.

Also, if you send the player playbook and / or the player prep audio Soundcloud link, that will help your potential player prepare for the session which will make it easier for you.

This conversation can be a lot of fun.

In this conversation you will ask this person questions that probably no one has ever asked them before. This is on purpose! You want them to get into a creative, curious place; not feeling like it is an interview where they need to perform or know the right answers.

The numbers in the coaching guide correspond to the numbers on the playsheet.

As you are asking the questions, your role is mostly to listen; by listening deeply the other person will feel encouraged to speak from the heart and share.

With each section, you may need to encourage the person to expand upon their answer or go a little deeper. You can encourage them by asking them to “say more about that”.

If you have a curious follow-up question pop into your mind, go for it and ask. The key though: don’t go too far on a deep dive in to any topic.

The main purpose for this conversation is to spark desire and curiosity for the Transformation Coaching Experience.

If the person shares about something and you think you have a good idea to help them, this is the time to HOLD YOUR TONGUE as they say and hold back.

Your aim in this session is to be more curious and less helpful.

The MOMENT OF CHOICE

When you get to the MOMENT OF CHOICE part of the session. Do a quick check in with yourself. Do you want to coach this person for 10 sessions? Unless you are getting a strong vibe that this would be a drain or a “rescue mission” for someone with a lot of problems, say “YES” and make the offer.

Fun!!!

Recruit 3 Players

This part is only required if you aim to become a CoachVille Certified Coach; OR if you want to add the Certified Transformation Coach to your existing CVPCC or ICF PCC!

The next part is about how to recruit “practice” players to coach while you are in the class.

The best way to become a Transformation Coach – or any kind of coach – is to practice.

And while it might seem like you should just practice in class for a few weeks before attempting to coach a person outside of class... the best way learn is to start coaching people outside of class right away.

We learn by doing... and by embracing the learning process, which includes messing up and figuring it out.

Also... as you read in the Team Play for Transformation section of the Player Playbook, the resources that we provide for you to provide your players will create a great deal of value for your players in the experience.

There are four parts to this:

- 1) Introduction to recruiting practice players
- 2) **Power up**: Make your REACH OUT plan and DO IT!
(sample messages included in this playbook)

- 3) **Game Action:** Conduct exploratory conversations with your potential players
- 4) **BIG WIN:** A potential player says: “YES!”

Part 1: Introduction to recruiting practice players

The basic recruiting plan is to:

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

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

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

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

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

About the CoachVille Social Site:

Part of the CoachVille class experience is participating on the Social Site. This is where you share about your experiences in class, playing for your own dream and coaching your practice players.

A Quick Thought about Human Nature Superpowers

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

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

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

WHAT you are inviting them to do with you.

We are moving beyond the Industrial Culture of Control into the Connected Culture of Co-creation. More and more people are waking up to a life of possibilities and yearning to play BIG unleashing their Superpowers to contribute to the lives of others in a creative and meaningful way. You have people around you who are ready to play BIG. They need a Transformation Coach to do that.

They need YOU to ask them to be your player.

- You are recruiting them for a 10-week coaching engagement.
- Each week you will have a 1-1 conversation with each player.
- These conversations can be over the phone, face-to-face, zoom or via any other audio/video connection tool.
- Texting or messaging back and forth for 30 minutes will NOT match these requirements; BUT is an excellent supplement to talking together.
- 45-50 minutes is a good time frame for each session.
- We also recommend checking in with each player in between coaching conversations via email, text or whatever means both you and your player like to connect.

For each session, they will have a player playbook chapter to read, a player prep audio to listen to.

You will have a detailed Coaching Guide with questions to ask and ideas to share.

You will practice each session with your class partner in class before doing it with your practice players.

WHO to Recruit

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

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

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

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

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

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

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

Another thought...

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

Where to recruit

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

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

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

IMPORTANT: When coaching folks who work for you, you must obtain express permission from THEM to coach them AND you will need the 30-45 minutes per week of established 1-1 coaching time.

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

In this case you have client pool from which you can recruit 3 players. If you want to recruit from your existing clients, you can offer them the opportunity to coach with you using a new format for 10 weekly coaching sessions. It will be important to let them choose to engage in this new approach with you.

C) You are an awesome person learning Transformation Coaching.

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

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

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

ALSO Important... Recruiting players will NEED to become a natural part of your Life as a Transformation Coach. The fastest way for something to become natural... is to do it... A LOT!

Part 2: Power Up – Make a reach out plan

To find and attract potential players you need to reach out to people.

Either people you know by messaging or calling them, or people in your social circles by posting on social media.



Sample REACH OUT messages

Invite someone you know: “Hey Sally, I am participating in a Transformation Coach Education Program, and I am recruiting 3 amazing people to be my players while I am in my first course in the program. Our aim will be to Energize Your Dreams by unleashing your Human Nature Superpowers! We will have 10 weekly 45-minute coaching sessions. I think of you as someone playing big, and I would love to set up an exploratory conversation to see if this is a fit for you. It is going to be great fun and the price is super low while I am starting out. Are you interested? Let me know and I will send you the playbook and we can set up a time.”

Example opportunity social media post: I am taking a Transformation Coach Education Program with CoachVille. I am very excited about it! I am looking for 3 “players” for a 10-week coaching program called: Transformation Coaching. Each session will be approximately 45 minutes. This is a great opportunity if you are up to something big in your business, career or personal life that you would love to energize by unleashing your Human Nature Superpowers. If this sounds like YOU please contact me so we can set up a brief exploratory conversation. It is going to be really fun and defeniterly transformational. life-changing. I only have 3 openings so please respond quickly!

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

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

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

IMPORTANT: Your aim is to get a few conversations in your calendar for the days immediately following class.

If you are bold, you can do them before the class starts!

Part 3: Game Action – Have exploratory conversations

In this exploratory conversation you are engaging in social play: Relate for Influence. You want them to say: “YES”!

You will practice this session in class with your partner. And then hopefully you have a few sessions lined up for the days after class.



This exploratory conversation is important because coaching should always be a mutual agreement between the coach and the player. You can only coach someone if they want to be coached by you AND you believe in the dream they are playing for.

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

The conversation outline will provide a simple structure for this conversation.

Remember, YOU are the coach. So:

A) You need to guide the conversation

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

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

If you are a “yes”, then ask them if they want to be your player; and explain how the money will work; this is spelled out in the guide.

Your aim is for them to say “YES!”;

If you don't want to coach them, don't ask them.

What to look for in the moment of choice.

In the conversation outline you will do a lot of listening. As you are listening you want to check in with your intuition. This is an essential coaching skill so you should start learning it right now! Wonder to yourself: Do I have a good connection with this player?

Do I support the dream they are playing for? Will I enjoy coaching them? Or will I at least enjoy learning something by coaching them?

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

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

The CoachVille Social Site

After each exploratory session, share about your experience on the CoachVille Social Site.

Part 4: BIG WIN – Sign a practice player

A potential Player Says: “YES”!

This is something to celebrate!

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

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



- If you have not done so already, send them the Player Playbook PDF
- Send them the Playsheet Pack PDF
- Send them your Coaching Agreement

In class we will tell you how to invite them to the Transformation Coaching Group on the CoachVille membership site (at CoachVille.net) and/or the CoachVille App on the app store for Apple or Android.

01-05) The Exploratory Session is your “Gateway to Coaching Experience”

Use this example to practice talking with potential players; eventually you will design your own ideal Gateway Experience.

Coaches are the champions of dreams!

Talking with potential players about their “Dreams” needs to become one of your favorite things in life!!! It is essential to being a coach.

Create a file in a document or spreadsheet with the people that you are connected to and add notes as you discover their Dreams.

Coaching is a relationship it is not a service. It builds and grows over time. Folks can see you as their “coach” because you talk with them about their dream even if they have never hired you for coaching. If you maintain these relationships many will eventually hire you.

This is the way to grow as a coach and eventually thrive as a professional coach if that is your Dream: grow a community of people who see YOU as the Champion of their Dreams; As I said, many WILL hire you when they are ready to live their Dream; especially if you host an affordable group coaching program, and eventually an online community of players.

01-06) People don't know their Dreams, Peak Experiences...

This session is designed to use language that is different than “Main Stream” goal setting or problem solving.

It is designed to be “Dream” oriented: A simple statement of desire is enough.

Even if they don't initially resonate with the language in the Exploratory, STILL ASK! Find a way to reach them with different words, but tie it back to the “Dream” words.

Your players have probably never been challenged nor supported to live their dreams now.

Your players have probably never been challenged not supported to seek peak experiences.

Part of the way you guide transformation is by guiding your players toward these new ways of seeing life and living life.

There is a big debate in the field of coaching about whether the coach should adapt to the player, or the player should adapt to the coach. It is probably somewhere in the middle. However, if you are coaching for transformation, then you will need to guide your player to new language and a new mindset; especially since most people are stuck in the cultural mindset of hierarchical control.

It is OK, as a coach to have YOUR WAY and attract the players who desire YOUR WAY. That is part of what it means to be a professional at something, you have YOUR WAY.

At CoachVille we are introducing you to OUR WAY and inviting you – and your players – to join us. Our way is centered around:

Living our Dreams now

Unleashing our Human Nature Superpowers; rather than controlling them.

Expressing our spirit of play; rather than controlling it.

Coaching is a relationship of Egalitarian Co-Creation; NOT a servant and NOT an authority either.

As you participate with us, you will eventually craft YOUR WAY of seeing the world and being a coach. You are welcome to include any CoachVille ways that appeal to you. But to get there, you need to fully “try them on” for a little while. That’s what we are doing together.

01-07) Follow the GUIDE = the flow + OBSERVE your player; what to notice!

The BIG idea of using coaching guides is so that you don’t have to try to learn everything at once. The MOST important thing in coaching is getting good at observing your player and co-creating with them. Using the coaching guides a few times allows you to focus on your player.

Using the Coaching Guides means YOU don’t have to:

- A) Structure the Session
- B) Figure out what to ask next
- C) Figure out the coaching techniques

By using the guides a few times, you will begin absorb these three essential things naturally.

AFTER using the Guides a few times with the coaching notes playsheets, you will be able to just use the playsheets because you KNOW the questions.

Over time you will mold the questions to your liking and style.

However, be careful about doing this too soon. Some words will agitate you at first only because they are so different than our cultural expectations of hierarchical control and fixing what is wrong with us.

What to notice

This is a big one, related to what I was just sharing.

Because of our cultural orientation toward control and fixing problems, you will probably first notice your players patterns of problems.

Practice looking for these things as you are coaching.

The transformation YOU are playing for is to begin to notice

- their YOUnique awesomeness
- their opportunities to practice the Human Connection Super skills
- their opportunities to express their Human Nature Superpowers
- their desires for peak experiences
- their growth potential

If you see something you think is a problem, or they bring up something they see as a problem, the FIRST thing to do is:

A) Reframe it as a desire

B) Find the growth opportunity this desire is presenting.

AWESOME!

01-08) CHOOSE each player with your heart!

Coaching is a relationship!!!

You are a guide and an adventure companion.

You will be connected with them for 3 months or longer.

Make sure you resonate with them AND their Dream.

This does not mean you “like” everything about them or see the world the way they do. It can be an awesome growth opportunity to coach a person who sees the world differently than you do.

By doing this you will find common humanity together... which is something we desperately need a lot more of in our human culture today.

As you have probably learned in your life, our hearts can be drawn to experiences for mysterious reasons. Trust it and let it play out. Usually the “reason” will make itself known.

01-09) Get WITH your player at an “Awareness Level”

People have vastly different levels of awareness of themselves, the social world around them and “Life”.

You will need to meet them where THEY are. (it’s not good or bad!)

This takes practice.

Something that may seem very clear to you can be very confusing for them.

Something that may seem straightforward for you can seem very complex for them.

Your mission while coaching is to maintain your perspective while seeing situations through their perspective... at the same time.

Two examples

1) You and your player are co-creating a social play plan. They have an idea about where to focus their energy. You see a different, and probably better way, to do it. You could ask permission to share your perspective and then let them choose. Or you could let it go and let them play their way and have the experience.

Either way is good. But in the beginning with a player, lean toward letting them play their way while you get to know each other.

2) As is common in the Authoritarian Control Culture you notice that the player often talks about themselves in negative judgmental language.

This is a core situation of different awareness where it is important for you to bring it up. Here you don’t want to get with them at their level. You want to inspire them to move into our coach approach awareness.

Ask permission and then share with the player what you are noticing and offer the coach approach of judgment-free awareness toward themselves AND the situations they are exploring.

Knowing the difference... that’s the part that takes practice!

01-10) Class 01 Outline

1) Welcome, Warm Up, How to Lazer Share & Safe Space Listen, Celebrate & Dream Share

Breakout: Share a celebration from your life from the past few weeks; Share your Dream in 30 seconds or less.

2) Transformation:

From: Control

TO: Co-Create

An area of life where you are attempting to control

- A person
- A situation
- You SELF
- Being controlled by a person
- By a situation?

Where you could shift to co-creating with another person or group

Maybe you are already good at this. What is your next level?

Breakout: How / where can you play for this transformation in your life?

3) Practice Players and The Money;

The key to coaching success is ... PRACTICE PLAYERS

Essential if you are going for Certification.

Optional if you are here for CCEU's or personal growth.

The money conversation is included in the Exploratory Session Coaching Guide.

You have options: paid, barter, pro-bono

I recommend you get paid AND it is your choice

Breakout: share your current plan for charging or NOT.
If you have time, share how / where you will find your practice players.

4) Practice the Exploratory Session

Breakout: Follow the Coaching Guide

Practice observing your player

Even though it is “practice”, notice your energy at the “moment of choice”.

01-11) Your Coaching Agreement

Whether you are charging, bartering or coaching pro bono, you **MUST** have a signed coaching agreement with each player.

Even if you are a manager and your player is on your team in the company, you **STILL** need a signed coaching agreement.

There is an MS Word version of this agreement available in the syllabus on your program page on the CoachVille.org Student website. Use this as a starting point to make your own template.

You will use your template to make an agreement for each player.

The sections in the GREEN HIGHLIGHT are where you need to personalize it for **YOU** and then for any special arrangements with each player.

Here is the TEXT of the Agreement

PLAYER / CLIENT COACHING AGREEMENT

Player Name, welcome as a player / client! I look forward to being your partner in playing for your dreams! Here are a few things that honor the professional nature of our relationship.

DEFINITION OF COACHING RELATIONSHIP

1) Coaching is focused on growth by practicing together and exploring situations for new awareness. We are not doing therapy with the focus on healing. And I am not going to give

you any legal, medical, or financial advice. Often coaching can have healing side-effects, but that is not our focus.

2) We can talk about anything you want to talk about, past, present or future, AND if something comes up that seems like it requires a psychological, legal, medical or financial professional, we will agree together for you to bring those specifics to another professional.

3) As your coach I am not going to do any tasks or projects on your behalf. If we both want me to do something for you, that will be outside of this coaching agreement.

4) There are a few boundaries that our conversations cannot cross. As a coach I take an ethics oath that I am not a supremacist; meaning there is no inherent superiority or rulership of one person over another. So, we can't get into anything involving for example: white supremacy, male supremacy, religious supremacy or wealth supremacy.

5) Together, we are going to co-create clarity on the focus of our coaching together. And we will go in that general direction until you decide we should change it or expand it. Our focus is always your choice. I may suggest certain coaching techniques, but our focus within those techniques is always up to you.

LOGISTICS

A) 1-1 COACHING CALLS: 12 scheduled conversations of 45-50 minutes each over approximately a 3-month period. We will set the dates and times for each session together.

B) Email & Text: Between coaching sessions: I am available by email and text for questions and “sharing”: news, insights, challenges, and accomplishments. I will typically reply to these communications within a few hours.

FEE SCHEDULE

FEE: Our agreed upon fee is \$300– payable by PayPal.

You do not pay until after the completion of our 4th session. If after four sessions you do not wish to continue, we will cancel this agreement and you are not obligated to pay for the completed coaching sessions. If you choose not to continue, then we will consider our first four sessions to be a pro bono growth experience.

LENGTH OF AGREEMENT

Our agreement is for The Exploratory Session + 10 Sessions. At the completion of this agreement, **we can mutually agree to continue coaching together.**

CONFIDENTIALITY

Our coaching sessions are confidential. What that means is that I won't share anything about our sessions with anyone without your permission. You can share about anything that you want to. There are two exceptions:

A) There is no coach-client privilege by law in the US. So, if for some reason I receive a subpoena to testify in court about our sessions, I would have to do so.

B) If you talk about harming yourself or someone else, I would be obligated to seek assistance.

WHAT WE TALK ABOUT IS CONFIDENTIAL, OUR RELATIONSHIP IS NOT

I strongly believe that our relationship should not be a secret. If and when you want, I love for the people in your world to know that you have me as your coach. And I greatly appreciate acknowledgement when you share publicly (aka on social media or in any conversation or public forum) about successes that we co-create. **IMPORTANT:** I will not share anything about our relationship publicly without your permission.

CHANGES

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

PROBLEMS

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

The MOST IMPORTANT THING

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

Please sign and date

Your Name Here

Player Name Here




You are ready for class #1

Aww yeah! This is going to be good.

Chapter #02 – Dream Discovery

(The Dream Discovery Technique)

02-01) Read the Coaching Guide

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

Read the Coaching Guide for Session 02 Dream Discovery

And, if you want the full picture, [Read the Player Playbook Chapter 02](#)

02-02) Transformation: from control Human Nature to Unleash Human Nature

From: Control / Fix Human Nature

TO: Unleash / Trust Human Nature

This may be a mind twister for you - this would be understandable.

We have all received SO many messages about the problems or flaws of Human Nature

Here is a quick sample of messages contrary to trusting human nature:

To Dream ~ choose your desires

NO - your desires are not realistic or productive; or will cause suffering

Drive to BE FREE – choose your adventure

NO – you must OBEY; do as you are told

Love to BEFriend – choose your companions

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

Urge to BECOME – choose your practice

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

Ability to BELIEVE – choose your beliefs

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

Need to BELONG – choose your environments

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

Consider...



Almost any program created to help people from the past hundred years or so is based on the premise that we can get something under control.

For examples...

- Get your thoughts under control
- Get your desires under control
- Get your emotions under control
- Get your EGO under control

Etc.

In transformation coaching we will consider the rebellious idea that control is not the solution to these so-called problems, rather, it is the CAUSE of the problems.

About the Human Nature Superpowers Model

There is a full page version of this model in the playsheet pack. I recommend that you print this out and put it somewhere you can see it for a while; like a poster!

One thing I want to point here is that the three superpowers at the top of the page each have the lightning bolt as the symbol: Your Dream, Drive to BE Free and Love to Befriend. These three are the main focus of the Transformation Coaching Program.

We will explore the bottom three in this program AND then each one has its own 12-week method!

Urge to Become = Play Life Method = The Butterfly

Ability to Believe = Inner Freedom Method = The Treasure Map

Need to Belong = World Power Method = The Oak Tree

02-03) The FLOW of a coaching session

Notice the flow in the coaching notes sheets.

There is a flow to each coaching session. As you get more familiar with this flow you will gain confidence in your ability to co-create the session with your players.

1) WARM UP and Dream Sharing

Just like you would for an athletic or performance art practice, it is important to warm up first.

2) CELEBRATE

Ask your player to share a celebration from their life. Sharing celebrations is a powerful trust building exercise... vital to Transformation Coaching.

3) GROW (from 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

In each session there will be a practice plan. Sometimes there will be a set activity or practice technique. Other times it will be open to the player's current situation.

5) PRACTICE

The main focus of each coaching session is practicing together

6) GROW from practice

ASK:

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

7) PLAY PLAN

ASK:

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)

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

02-04) Session 02 – Dream Discovery – Coaches Notes



In class, with 20 minutes as coach and 20 as the player, you won't be able to do the whole technique. When you are the coach, stay focused on the Guide and avoid deep dives and tangents. Of course, you can do these with your players when you have more time.

Coaches Notes

Notice the Coaching Agreement section at the beginning of the coaching guide; it is based on the ICF Code of Ethics. Practice reading this to make sure you are in alignment with the principles. This is very important.

Reflect on the Superpowers of Human Nature

The Dream Activation Technique follows the flow of the Human Nature Superpowers.

The description of the Human Nature Superpowers is in the Player Playbook. It is essential that you become very familiar with this model.

It is just about 100% certain that no one has ever asked your player about any of these topics. Also, they have never been presented as Superpowers! You probably don't see them this way yourself.

I recommend you invest a little time in "reflection" on each of these "Superpowers". Notice the vitality they have within you. Notice how they have driven you without you noticing them as the power behind what you were doing or trying to do.

Dream Discovery Technique Hot Spots

For each part there is a "twist" question to reveal mindsets or beliefs that are counter to the Superpower in some way.

These are especially important moments in the session to observe your player. This is when they will become aware that they have a lot of growth potential in these Human Nature superpowers.

TO DREAM

ASK: What would be a bold statement that you can make to say that you are worthy of living this dream.

Drive to BE FREE

ASK: will you need to break free of expectations to play this dream?

Love to BEFRIEND

ASK: will you need to break free of the do-it-yourself mindset?

Urge to BECOME

ASK: will you need to break free of the perfection trap mindset?

Ability to BELIEVE

ASK: will you need to break free of the Industrial Age "I am not enough" mindset?

Need to BELONG

ASK: will you need to break free of the “I don’t belong here” mindset?

What to OBSERVE to “Get With” your player

A BIG part of coaching a person – especially in the first few sessions – is to observe them so that you can “Get WITH” them on the Growth Journey.

How proficient are they with their Human Nature?

How aware are they of their own growth opportunities?

As a Coach you need to master the art of getting WITH your player on their growth journey. You need to see them and their current "level" of awareness and ability.

How aware and proficient are they with their Human Nature Superpowers?

How skillful are they in the social play activities needed to play for their Dream?

You need to get a sense of this so that you can “walk WITH” them rather than walk “way ahead” of them.

To be a good guide and practice partner with them you need to put yourself next to them and just ahead of them so that they feel capable next to you; NOT blown away by you.

02-05) ICF Code of Ethics

The template coaching agreement includes language to stay in alignment with the ICF Code of Ethics; in particular the part about Egalitarian Mindset.

The Coaching Guide for Session 2 includes a verbal version of the agreement to read to your new player at the start of the session. Since session 1 is an exploratory session, session 2 is considered the first official session so this is when we review the code of ethics with our players.

The code of ethics and having a signed agreement is important, even if you are coaching pro bono!

02-06) ICF Competency #1) Demonstrates Ethical Practice

Definition: Understands and consistently applies coaching ethics and standards of coaching.

- 1. Demonstrates personal integrity and honesty in interactions with clients, sponsors and relevant stakeholders*
- 2. Is sensitive to clients' identity, environment, experiences, values and beliefs*
- 3. Uses language appropriate and respectful to clients, sponsors and relevant stakeholders*
- 4. Abides by the ICF Code of Ethics and upholds the Core Values*
- 5. Maintains confidentiality with client information per stakeholder agreements and pertinent laws*
- 6. Maintains the distinctions between coaching, consulting, psychotherapy and other support professions*
- 7. Refers clients to other support professionals, as appropriate*

02-07) ICF Competency #3) Establishes and Maintains Agreements

Definition: Partners with the client and relevant stakeholders to create clear agreements about the coaching relationship, process, plans and goals. Establishes agreements for the overall coaching engagement as well as those for each coaching session.

- 1. Explains what coaching is and is not and describes the process to the client and relevant stakeholders*
- 2. Reaches agreement about what is and is not appropriate in the relationship, what is and is not being offered, and the responsibilities of the client and relevant stakeholders*
- 3. Reaches agreement about the guidelines and specific parameters of the coaching relationship such as logistics, fees, scheduling, duration, termination, confidentiality and inclusion of others*
- 4. Partners with the client and relevant stakeholders to establish an overall coaching plan and goals*

5. Partners with the client to determine client-coach compatibility

NOTE: there are several more elements of this Core Competency, but they are focused on the agreement for a specific coaching session. We cover these in class #6.

02-08) Coaching Superpower #01: Shared Purpose / Dream

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

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

Learning Objectives

With the Purpose Super Power:

- You will engage in powerful, potentially life-changing, conversations.
- You will start your coaching relationships with a strong foundation.

What are the general truths about Purpose?

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

How to use the Purpose with your players...

The Bigger Why is about shared purpose. So it begins with the Coach sharing their purpose. This is often how a Coach or Coach Approach Leader attracts players in the first place.

You share your purpose by stating what you believe; or what you believe is possible.

When you first start a coaching relationship you ask your player – or your potential player – “Why” questions. Examples include:

- “Why do you want to play better for this dream?”
- “Why is this important to you?”
- “Why will this make a difference in your life?”

“Why” questions are tricky. Proceed with caution!

Since “why” questions are also used when “demanding” an explanation for something, as in “Why did you do that?”, your tone is very important. When your player shares about something they want to do, you can set the stage for shared purpose by stating your intentions: “I would love to dive into your deeper purpose here. Is that OK?”. Then ask your Bigger Why questions.

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

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

This is where you can experience the power of Coach Approach Conversation. By being WITH the other person in the conversation they can explore this new territory and put into words something that was only a “feeling”. Remember: “I create as I speak”! It is powerful.

Example of Shared Purpose

Here at CoachVille we share our purpose by stating: We believe that great coaching will transform our world.

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

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

A note for managers becoming Coach Approach Leaders

You have people on your team. Some of whom are working for you for “the purpose” of doing their job and collecting a paycheck. This is your opportunity to initiate a deeper,

more personal, conversation. Most likely they will be delighted to find out that you care, but they may also be freaked out.

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

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

How do you know if you're getting it?

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

What are some common mistakes to avoid?

1. Skipping this step and just jumping into the details.
2. Taking an initial statement of purpose at face value without exploring it deeper.
3. Thinking you have to fully understand their purpose before you can start coaching. You have to learn to “get the basic idea” or “get a feel for it” vs. needing to intellectually understand it.
4. Thinking that your players Bigger Why will stay the same forever.

Basic Skill: Establish Coaching Agreement

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

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

02-09) Class 02 Outline

1) Welcome, Warm Up, Celebrate & Dream Share

Who has players?

YOUR DREAM – can be a simple statement of desire!

- I want to experience more energy in my business or job.
- I want to create a closer relationship with my friends and neighbors.
- I want to be a transformation coach for a few players I enjoy.

Breakout: Share your Dream in 30 seconds or less; Share a celebration from the past week.

2) Transformation

From: Control / Fix Human Nature

TO: Unleash / Trust Human Nature

This may be a mind twister for you - this would be understandable.

We have all received SO many messages about the problems or flaws of Human Nature.

NO - your desires are not realistic or productive; or will cause suffering

NO – you must OBEY; do as you are told

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

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

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

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

Breakout: SHARE your thoughts about unleashing and trusting Human Nature

This is quite provocative.

Be gentle with each other!

Respect each other's thoughts. Safe space listening.

3) The FLOW of a coaching session

Notice the flow in the coaching notes sheets

There is a flow to each coaching session. As you get more familiar with this flow you will gain confidence in your ability to co-create the session with your players.

1) WARM UP and Dream Sharing

2) CELEBRATE

3) GROW (from experiences)

4) Practice PLAN

5) PRACTICE

6) GROW from coaching

7) PLAY PLAN

Breakout: Share your thoughts about the value (or not) of a “little structure”.

4) Practice Dream Activation Session

Breakout: Jump right into the Dream Activation Technique. In other words, skip the coaching agreement and warm up during your practice session in class.










Do your best to move through the sections intentionally without deep diving into any one area.

Chapter #03 – Social Play

(Human Connection Super Skills)

(The Peak Experience Technique)

03-01) Read the Coaching Guide

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

Read the Coaching Guide for Session 03 Social Play.

And, if you want the full picture, [Read the Player Playbook.](#)

03-02) Transformation From Complete Tasks TO Social Play

From Complete Tasks
TO: Social Play

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!

AND.... The need for coaching...YES!!!!

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.

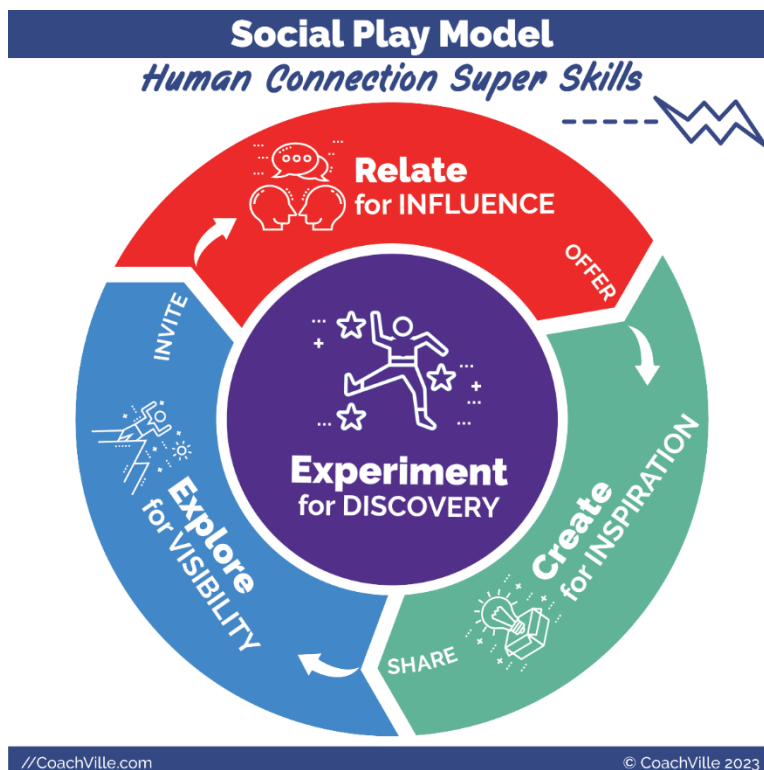
Relate for Influence (AKA Play for “Yes”)

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 experiences to share with others)



The original from 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.

We will practice this with the Co-Create Awareness Technique

Hopefully you are getting energized about playing and coaching Social Play. (AKA co-creating awareness and guided practice of Social Play)

03-03) Peak Experience Technique

Transformation:

From: Information / “how to”

TO: EMBODY

{Model on the next page}

Peak Experience Technique For Intentional Co-Creation

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Plan

1. Do Something Awesome

Social Play

Social play action?

What do you want to feel?

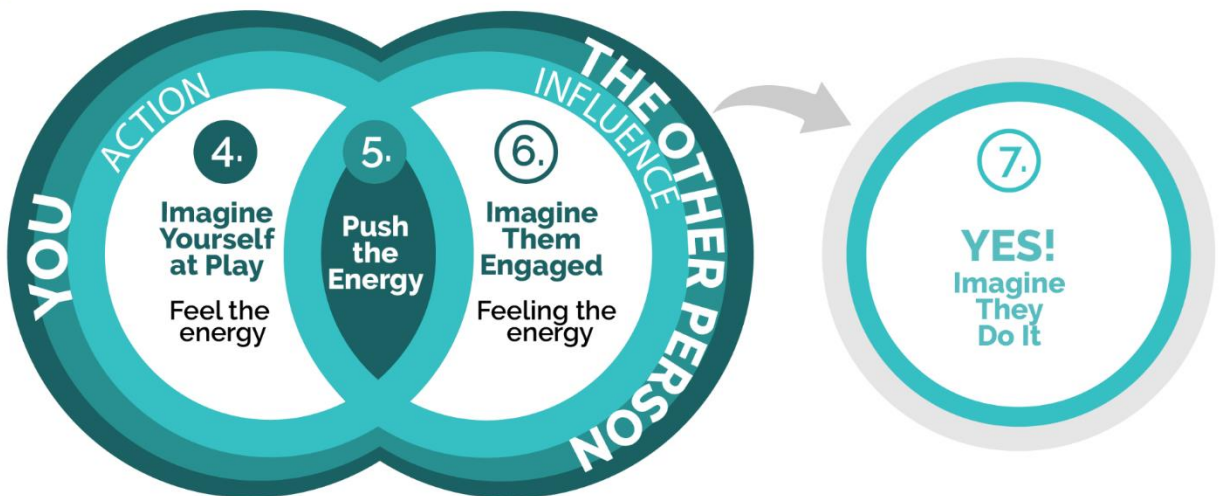
2. Describe Their Feeling

What do you want them to feel?

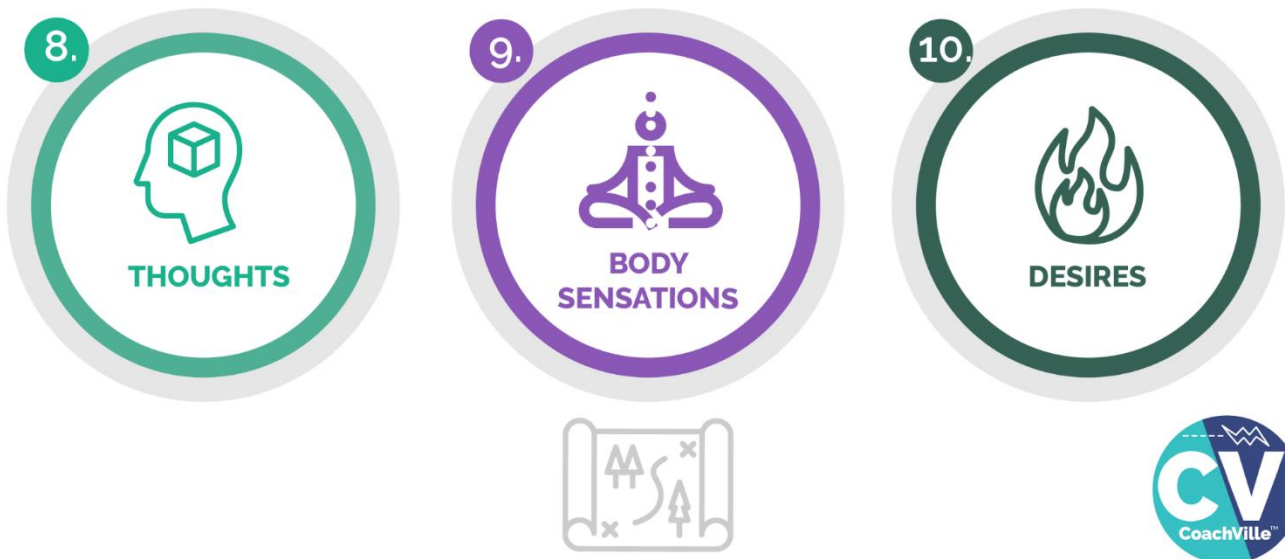
3. Desired Action

What do you want them to do?

Play



Grow



The Peak Experience Technique is a way to practice any social play activity using imagination and body awareness.

The technique has three sections that follow the Plan – Play/Practice – Grow flow.

Part 1: Plan out the social play sequence with the player. Starting with what they want to do and how they WANT to feel. Then what they intend for the other person to feel and then do.

Part 2: Practice the sequence using imagination and body awareness. The player preferably has eyes closed while the coach guides the player through picturing the sequence of social actions while noticing sensations in their body. The deeper power of the technique occurs when the player imagines and feels what they intend for the other person to feel and do in the experience. We call this “pushing the energy”.

Part 3: Grow is accomplished by debriefing what the player experienced during the imagination of the sequence. Specifically what thoughts came into awareness? What body sensations did they notice? What desires did they notice? We often call this part “Doubts and Desires” to make it easy to remember. Also to bring judgment-free awareness to both.

E 03-04) Session 03 – Social Play and the Peak Experience Technique – Coaching Notes

This is how you really get into the action with your player!

With this technique you can both begin to SEE how this action is played from both and action perspective AND an energy perspective.

This is SOCIAL PLAY... meaning you can't control the other person... but you can influence them... and how they feel.

{EXPLAIN}

03-05) The Peak Experience Technique and Social Play ... a little deeper

The way we play for our Dreams is with Social Play; mostly relate, create and explore.

The way we coach is through guided practice; this IS what Coaching IS.

So... we must have a way to guide practice of social play activities. The Peak Experience Technique is a great way to do this.

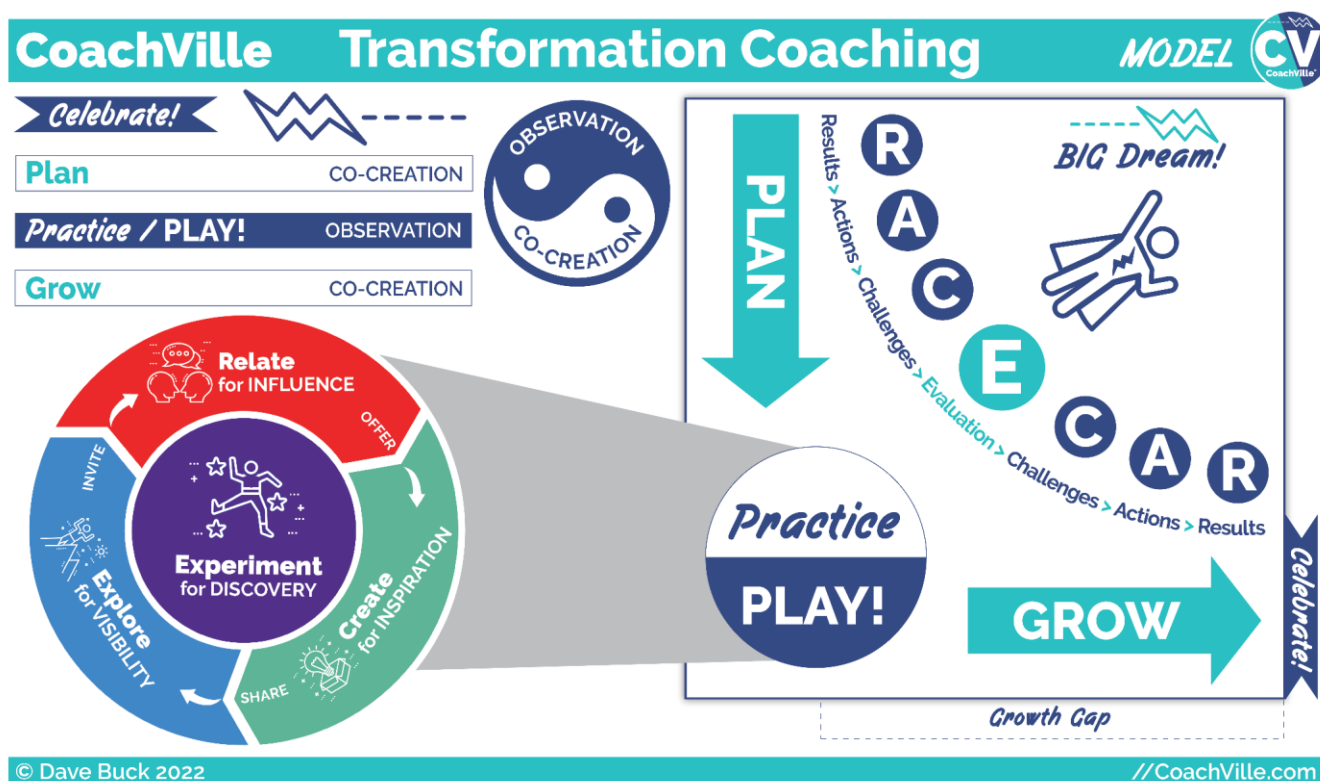
AND while you are planning, practicing and growing with your player YOU learn a lot about them and how they see themselves and the world around them. You also learn a lot about the activities your player is engaged in. This will give you more experience and wisdom that you can use with your next player and the next player.

At the same time your player becomes much more aware of both their Inner Experience and the Outer Experiences that their Dream calls for.

In any great coaching relationship, the coach and player are both growing and both growing together. Coaching is a mutual growth relationship.

Always remember this. YOU are supposed to GROW while you coach. This is why I often repeat: coaching is a relationship, NOT a service!

03-06) Transformation Coaching Model



Plan-Practice-Grow: practice plan – guided practice – grow from practice

Plan-Play-Grow: play plan – social play – grow from social play

This is the FLOW of coaching!

This experience is explained in detail in the Player Playbook so that your player can become a powerful co-creator with you.

The key for you as a coach is to embrace your role in each of the steps of the process.

Plan, or Practice Plan. This is what you will do in the coaching session. In the early stages of the coaching relationship YOU will provide a basic plan for each session. This is outlined in the coaching guides. Over time, your player will elevate to the place where they are guiding the practice plan.

Practice. Guided practice IS the core of the coaching experience. The purpose of this program is for you to learn a collection of techniques to practice social play. The BIG point here is that we can't practice social play by ourselves!!! Because it's social, it requires another person!

Grow from practice. This where the coach and player debrief on the experience of practice together to highlight new awareness, new abilities and growth opportunities.

Plan, Play Plan. This is your players plan for social play in the social world. It can also include new approaches or ways to express reclaimed Human Nature or YOUUnique Superpowers.

PLAY. This is social play in the social world in pursuit of desired peak experiences. This is really what it is all about!

Grow from play. This typically happens at the beginning of each coaching session. This is where the player and coach talk through the various experiences in the social world looking for feedback and growth experiences and opportunities.

03-07) RACECAR from Transformation Model

R = Results (what do desire will happen the social world)

A = Actions (the social play action)

C = Challenge (the gap between the action and the result)

E = Evaluation (the “feedback” from the world while you play)

CAR => Challenge, Action, Result = Facing challenges improves the your ability to take actions with leads to better results.

The BIG key is to separate the Result, Action, Challenge and Evaluation.

When you separate these Coaching becomes possible. You Coach to Play Better.

It means you get better results from the actions. You get better at facing challenges. You get better at evaluating the feedback from the social world.

In the Industrial Culture you just complete tasks.

The action and the result are the same. The result is I completed the action.

A challenge means you are doing it wrong

Evaluation / Feedback does not matter unless you do it wrong.

03-08) ICF Competency #8 – Facilitates Growth

Definition: Partners with the client to transform learning and insight into action. Promotes client autonomy in the coaching process.

- 1. Works with the client to integrate new awareness, insight or learning into their worldview and behaviors*
- 2. Partners with the client to design goals, actions and accountability measures that integrate and expand new learning*
- 3. Acknowledges and supports client autonomy in the design of goals, actions and methods of accountability*
- 4. Supports the client in identifying potential results or learning from identified action steps*
- 5. Invites the client to consider how to move forward, including resources, support and potential barriers*
- 6. Partners with the client to summarize learning and insight within or between sessions*
- 7. Celebrates the client's progress and successes*
- 8. Partners with the client to close the session*

03-09) Coaching Superpower #4 Plan

Plan is the first part of the Transformation Technique: Plan – Play – Grow.

There are two layers of planning in a coaching situation:

- 1) Coaching Plan – What will you do together in the coaching session?
- 2) Play Plan – What will the player do out in the world?

Planning is the first step in the pursuit of intentional Growth.

In the context of playing a for a Dream we begin with what the player wants to do to co-create peak experiences and live their Dream NOW. What actions, results and experiences are they free to choose right now? Then we gradually introduce the player to new ideas and to imagine bigger possibilities.

As a Coach you also need to become an observer of your own planning, remaining open and flexible. There is a fine balancing act here to be done. On one side you must honor and respect your players' current way of planning: they can only choose what they are currently free to choose. At the same time, you must model being open and curious to new playful actions so that greater and greater fields of possibility become available to them.

Here we rely on the Permission Superpower as a foundation. Always ask permission before you encourage your player to consider a new play plan.

03-10) Coaching Superpower #5 Play / Practice

Play is the middle part of the Transformation Technique: Plan – Play – Grow.

Practice is a form of play, but in the context of coaching, practice is what the coach and player do together. Play is the player out in the social world.

PLAY consists of social actions that will create the players desired results and experiences in the social world. The purpose of social play is self-expression for the player while adding value to other people in some way. Sounds like fun, right?

We start with the premise that there are MANY possible ways to create the desired results from social play. This is VERY different than the Industrial Mindset which dictated that there is one correct way to do everything. Your purpose as a Coach is to guide your player through the creative process to find the best way for them based on their current abilities and preferences.

The co-creative process – playing together - includes experiments, explorations and experiences; messes, euphoric discoveries and epic failures ... REAL LIVING!

Again, I can't emphasize enough that to get into play mindset you and your player will need to let go of the Industrial Age Perfection Trap and the need to get it right the first time! This mindset is absolutely antithetical to the co-creative process and playing for results and experiences; that we can't control but we can influence.

While at PLAY you recognize – AGAIN – that you cannot control the results and experiences you are after, BUT you can influence them. And you can become better and better at expanding your positive influence with every discovery. That is essentially what it means to play better; to have greater influence in co-creating what you desire.

There is also an element of playing better where you don't get what you were expecting or hoping for but because you were open and "playful" you co-created something even better than you expected!

With co-creation we start with the collaboration between the player and the coach in a practice setting. But then the player goes out into "the world" to co-create WITH other people. This brings us back to the two layer concept of coaching: first the layer is the coach and player; the second layer is the player with "the world".

Even when we are "alone" doing something, we can perceive that we are co-creating with "Life Force Energy" or whatever you like to call the field of energy all around us and within us. And ultimately we are co-creating an experience with another person even if it happens at different times.

Learning Objectives

With the PLAY Super Power:

- You will guide your player on a joyful "invention" of THEIR best possible way to co-create the results and experiences they are pursuing and thus live their BIG Dream and fulfill their current purpose in the world.
- Using Permission as a foundation you will share your ideas for experiments and explorations without being attached to your player trying it "YOUR way". And many times they will be excited to try your ideas.

What are the general truths about the PLAYING; Playing together?

1. We are all wildly creative. However our creativity gets stifled when we learn that failure is bad; that messes get us into trouble. This is why the play framework – with the essential truth you are not supposed to be in control – is so freeing.
2. When we are co-creating we feel energized and alive. This is how we were meant to live.
3. Co-creating results that add value to others is the way we fulfill our BIG Dream.
4. After your player has a BIG Dream and specific Actions (PLAN) the PLAY Super power is about doing it with the intention to create the desired results.

Play starts with the play plan but can then evolve in any direction as a co-creative experiment / exploration.

5. Playing can sometimes be a sequence of actions to take. Or it can be recurring actions that are done many times in different ways with slight variations.
6. Playing for a dream includes honing in on a unique way to take actions to co-create the desired results. And then even when you are getting the desired results you continue to try new experiments to co-create even better results more often. It is an ongoing process of exploration, discovery and invention.

How to use the “PLAY ~ Co-Create” with your players...

The Co-CREATE process is a dance. You need some structure or boundaries to experiment with; you can't try everything all at once. At the same time your player needs to be empowered and encouraged to improvise “in the moment” of action. When you are playing together (AKA practicing) this can be magical! These improvisations can become a great discovery that is molded into a proven method that is mastered over time.

A BIG point is that there is no “correct” way to co-create a desired result or experience, but often there is a best way for an individual to co-create the result with their current abilities. And the pursuit is to find it / invent it for the current time frame of play.

The existence of challenges is integral to playing for a Dream. A challenge is anything that gets in the way of creating the desired result with your actions. Challenges are what make playing for something interesting and fun. By definition, if there were no challenges to gain influence with, it would not be play; it would be work that you could control.

Guiding your player as they respond to challenges and find ways to play WITH them is a major part of coaching. A challenge is NOT a problem. A problem is something you want to solve and go away; a challenge is something you want to encounter and grow with. Think of an athletic game: the challenge is the other team. If the other team goes away, you don't get to play!

We will explore this more fully in Chapter 3, but a quick point here is that when you are in play together /practice mode during a coaching session it is your role to create the challenge for your player.

Next you get your player go out into the world and you will “watch” what happens! Note: in most life/business games you won't literally watch them do it, but you will find out what happens soon enough.

Here are the basic PLAY / Co-CREATE questions:

- How can you bring the Spirit of Play into how you approach this challenge?
- How can you express your unique Superpowers to better influence the situation?
- Who is this current moment asking you to BECOME?

Guiding can be a challenge. Proceed with caution!

The real challenge for the coach is finding the right balance in your guidance. Directing is too much. Only watching is too little. Guiding is somewhere in between and you need to continually assess your player and the situation to determine how much guidance they need.

The other challenge is “holding your tongue” when your player is about to do something that you are pretty sure is going to fail. Again you don’t want them walking into a disaster BUT at the same time you can’t protect your player from mistakes and messes. They are part of every worthwhile pursuit.

Example of CREATE

Here at CoachVille we are always trying new experiments in our pursuit of new students signing up for our school. (Like YOU!)

Another result we are always in pursuit of is the “WOW” experience for our students. This is another area where we are always exploring new ideas... and making a fair number of messes in the process. ;-) Yet we are well known for being the most edgy and innovative coaching school; you can’t innovate without messes!

A note for managers becoming Coach Approach Leaders

This is another area where you really have to learn how to dance with your players. Traditionally managers are taught to control their employees and make sure they don’t make mistakes.

The best approach here is to open up some space for experimentation while talking openly about the boundaries of play. Creating desire for innovation with transparency about the cost of certain messes and mistakes can create a deeper collaboration.

Being open to what your player might discover in their pursuit of results could be a great opportunity for you and the organization.

Benefits – How does the PLAY Co-Create make you a better coach?

1. When you become masterful with the Co-CREATIVE process in your own life and the lives of others (AKA becoming a Player/Coach) you can be a real force in the world for good.
2. Often your players will Co-CREATE something that is a great inspiration or benefit to you.
3. Guiding your players to take the risk of becoming a co-creator in life can be an ongoing source of joy and fulfillment.
4. Humans are born to Co-CREATE. By guiding your player back to their own co-creative process you will make a HUGE difference in the world.

How do you know if you're getting it?

1. You find yourself naturally talking about co-creating results and experiences rather than making lists of tasks.
2. You start to think about new experiments all the time.
3. In coaching conversations you easily challenge your player to be playful while also naturally weaving in your own ideas without attachment.

What are some common mistakes to avoid?

1. Trying too hard to direct your player away from possible failure.
2. Thinking that YOU need to be perfect as a co-creative partner. You will make messes sometimes while playing together.
3. Thinking you have to fully understand how your player is going to co-create the desired results – knowing that it is going to “WORK” - before you try it. You have to learn to “get a feel for it” and trust vs. needing to intellectually understand it all.

Basic Skill: Design Actions

Ability to create with the player opportunities for ongoing learning, during coaching and in *work/life situations, and for taking new actions that will most effectively lead to agreed-upon coaching results*

- a. Brainstorms and assists the player to define actions that will enable the player to demonstrate, practice and deepen new learning,*
- b. Helps the player to focus on and systematically explore specific concerns and opportunities that are central to agreed-upon coaching goals,*
- c. Engages the player to explore alternative ideas and solutions, to evaluate options, and to make related decisions,*
- d. Promotes active experimentation and self-discovery, where the player applies what has been discussed and learned during sessions immediately afterwards in his/her work or life setting,*
- e. Celebrates player successes and capabilities for future growth,*
- f. Challenges player's assumptions and perspectives to provoke new ideas and find new possibilities for action,*
- g. Advocates or brings forward points of view that are aligned with player goals and, without attachment, engages the player to consider them,*
- h. Helps the player "Do It Now" during the coaching session, providing immediate support,*
- i. Encourages stretches and challenges but also a comfortable pace of learning.*

Additional Notes:

- j. A coach is aware of designing recurring actions vs. a list of tasks
- k. A coach designs actions that are practices to improve skills
- l. A coach designs actions that stretch the player out of their comfort zone

E 03-11) Coaching Superpower #6 Grow

GROW. In the play framework this means helping our player acquire and build capabilities rather than accumulate information and right answers. You do this by evaluating what happened when they played in the social world AND what happened while you practicing together. You are the objective pair of eyes to help them learn from everything that happened, and everything that didn't happen! Sounds like fun right?

In every experience of playing for results **in the social world** there are so many things to learn from. A BIG key here is that we are guiding the player to CREATE their best way to create the results in the world; we are NOT trying to get them to get the right answer; in play there are no right answers, there are opportunities to LEARN and pursue personal mastery.

{EXPLAIN}

03-12) Class 03 Outline

1) Welcome, Warm Up, Celebrate & Dream Share

Breakout: Share your Dream AND Celebrate something; Especially share about coaching experiences.

2) Transformation

From Complete Tasks
TO: Social Play

Quick review of Social Play model

- Relate for Influence

- Create for Inspiration
- Explore for Visibility
- Experiment for Discovery

Breakout: Which of the 3 do you most want to play better & why?

3) Peak Experience Technique

Quick review of the model

Transformation:

From: Information / “how to”

TO: EMBODY

Breakout: Why is EMBODY important for social play?

4) Practice Coaching with Social Play and the Peak Experience Technique

Skip to part 4 in the coaching guide.

Choose 1 of the 3 Social Play Categories to explore



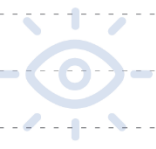








Then do the Peak Experience Technique

5) Q&A

Chapter #04 – Play Better

(The Role Play Technique)

04-01) Read the Coaching Guide

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

Read the Coaching Guide for Session 04 Play Better.

And, if you want the full picture, [Read the Player Playbook.](#)

04-02) Transformation: From Task Oriented TO Growth Oriented

Co-Create Awareness from Challenges

Transformation

From Task Oriented. (you must be doing it wrong)

TO: Growth oriented (embrace the challenges)

Transformation

From Task Oriented. (you must be doing it wrong)

TO: Growth oriented (embrace the challenges)

Growth Orientation is when you proactively – almost eagerly – embrace the challenges that you experience.

Challenges are what make playing for a Dream play! Without challenges there is no play.

Questions to consider...

What is a challenge?

What are the benefits of challenges?

What is the benefit of seeing a situation as a challenge?

Outer challenges – You want to gain influence, inspiration, visibility: you desire = SKILL, Practice, Approach

Inner challenges – Energy Alignment = Become, Beliefs; Blocked Superpowers

Exploring challenges and ENJOYING challenges is a BIG part of every coaching session.

The key is to embrace the challenge and guide your player to see the growth opportunities RATHER than perceive the challenge as a problem that must be addressed or fixed.

The BIG question to explore is: What is this challenges showing you or asking you to become? Based on this challenge, what social play actions do we need to practice?

04-03) Role Play Technique

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Role Play Technique

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Plan

1. Define The Situation

Influence

- Ask for
- Offer / Invite
- Request
- Share Truth

Intention

- Result
- Feeling
- Timing
- Specific
- Recurring

2. Define The Role

- Specific or Composite
- Character Sketch
- Attitude Toward The Situation

3. Advanced Prep (optional)

- Approach
- BIG Moment
- *Superpower**

Play

Relate for INFLUENCE



The Coach Is Observing

- A: Clarity of Intent
- B: Energy Alignment
- C: Words Flowing
- ★ Superpower



PRACTICE

4.

Play Together

5. Time Out

Reverse Roles (optional)

DEMONSTRATE

6. Level Up

- Share Observations
- Tweak Role
- New Approach
- *Energy Block?*

Grow

7. Debrief

- Clarity
- Confidence
- Energy



Pivotal Moment Technique



The Role Play technique is an AWESOME way to practice any Relate for Influence Social Play situation.

The Player Playbook contains a detailed list of real-life situations that are ideal for Role Play.

The Tennis Coaching metaphor is very useful for understanding Role Play. As the coach, you play AND observe at the same time AND adjust the challenge you create for the player.

A BIG insight into Human Nature is that as children we Role Play ALL THE TIME; attempting to play out what we see the bigger people doing. The ah-ha moment here is that we can use Role Play to BECOME the next version of ourselves by expressing parts of ourselves that we want to practice to gain confidence expressing them.

The key for you as the coach is to embrace your players level of ability and awareness and PLAY with them. Don't jump in to quickly to "correct" something you think they are doing "wrong"; or could do better. There will be times when you want to offer a suggestion about a way to approach a situation. Do it with a sense of fun; an experiment to try a different approach.

While role playing – AKA practicing "Relate for Influence" situations - use your wisdom and experience to co-create awesome practice experiences. You can also make suggestions about different approaches that they can practice with you.

THIS is how you use your expertise; by co-creating very realistic practice situations because you KNOW what they are doing.

In Transformation Coaching, you rarely use your expertise to tell your player information.

You also use your experience to observe and spot beliefs, desires, YOUNiqueValue and self-expression opportunities

E 04-04) Session 04 – Play Better – Challenge Awareness - Role Play - Coaches Notes

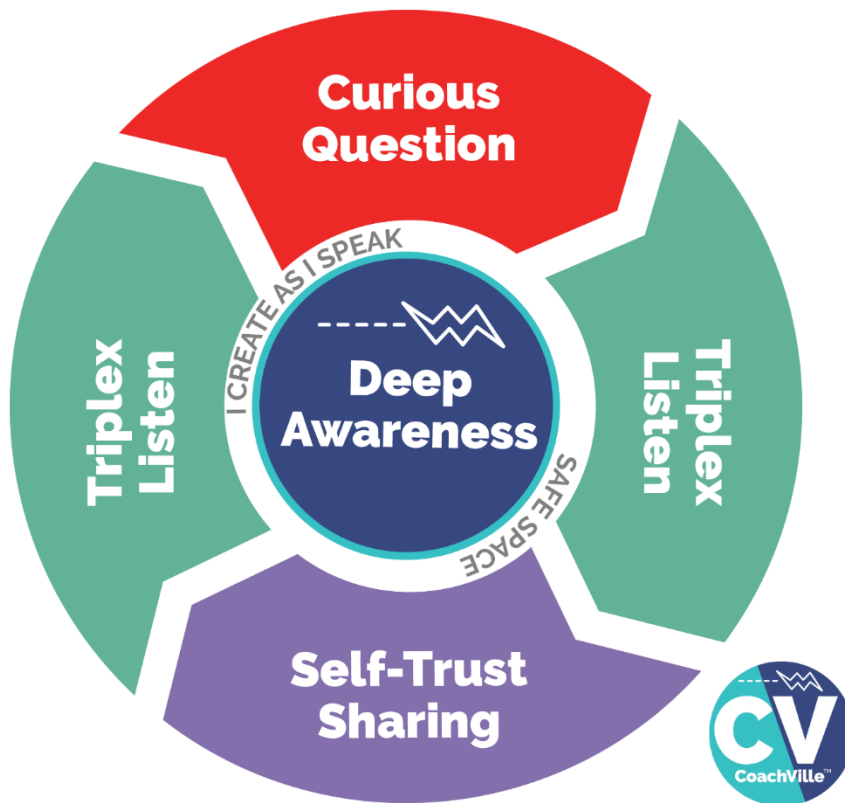
Co-create awareness of challenges – this grows in importance as your player engages in social play. It is vital because our industrial mind will be quickly frustrated by social play and the LACK of control

Add a few notes about getting into role play

{EXPLAIN}

04-05) Co-Create awareness Model

CoachVille Co-Create Awareness Model



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As coaches, co-creating awareness is something that we do all the time.

This is because it is the first step of the basic 2-step human growth process:

- 1) Become aware of a new possibility
- 2) Engage in a new action based on this awareness.

Voila! Growth.

That's the simple version. 😊

Another thing to know is that we have a Co-create Awareness Model AND a Co-create awareness Technique. The Technique version is more elaborate and can be done with a specific purpose.

The purpose of the Model is to provide some guidance for you because, as I said, this is what we are doing all of the time.

The model is explained to the player in the player Playbook because we want them to know about this as well.

Also, the model draws upon essential Coaching Skills (AKA superpowers): Curious Questions, Triplex Listening, Self-Trust Sharing, and Deep Awareness. We will explore this in various ways throughout this program.

On the model you also see two elements: “I create as I speak” and “Safe Space”. Both are essential to Transformation Coaching.

“I Create As I Speak” means to speak from the heart, to speak from intuition or inner knowing and to speak with intention. This is different than speaking from facts or knowing the right answer.

“Safe Space” means that the player feels that they are not being judged based on what they express. They are safe to experiment and express new ideas or new aspects of themselves.

There are MANY things to co-create awareness of, but a few in particular are important: Beliefs, Desires, Fears, YOUnique Value, Values (what is important), Recurring Patterns of situations. As a coach a big part of your purpose is to notice these things and find ways to express them to your player.

This is powerful for the player because every stage of growth, or “next level”, will include becoming aware of things within us and around us that we have not seen before.

Another phrase used to describe this phenomenon is “blind spots”. I am not a fan of this language problems because it infers that we were missing something somehow; perhaps even foolishly or willfully. My experience is that most of the time, its just growth happening naturally over time.

04-06) ICF Competency #6: Listens Actively

Definition: Focuses on what the client is and is not saying to fully understand what is being communicated in the context of the client systems and to support client self-expression.

- 1. Considers the client’s context, identity, environment, experiences, values and beliefs to enhance understanding of what the client is communicating*
- 2. Reflects or summarizes what the client communicated to ensure clarity and understanding*
- 3. Recognizes and inquires when there is more to what the client is communicating*
- 4. Notices, acknowledges and explores the client’s emotions, energy shifts, non-verbal cues or other behaviors*

5. *Integrates the client's words, tone of voice and body language to determine the full meaning of what is being communicated*
6. *Notices trends in the client's behaviors and emotions across sessions to discern themes and patterns*

04-07) Coaching Superpower #8: Triplex Listening

Introduction

Triplex Listening is Step 2 in the Co-Create Awareness Model. As a coach you will ask a lot of questions. Well, after you ask a question your player will start talking so you will have to start listening.

Listening like a coach may be quite different than how you have ever listened before. Industrial listening was listening for facts, information and problems; and while the other person is talking, you are trying to "solve the problem" and figure out how to respond.

Triplex "Coaching" listening is different. When you are listening you are aiming to "see" through the players' eyes and through your experience and intuition at the same time.

Triplex Listening is the Superpower that requires the most practice to do well. Triplex listening means you take in what your player is saying; you also take in what they are NOT saying; and you take in the energy underneath what they are saying.

Triplex listening leads to knowing what to say – either something to share, that will come when we explore Self-Trust sharing, or something deeper to ask.

Learning Objectives

With the Triplex Listening Superpower:

- You will learn to listen through your experience and intuition trusting that you will KNOW what to say next rather than trying to formulate a response while you are listening.
- You will learn how to listen on three levels at the same time by activating your intuition.

What are the general truths about the Triplex Listening?

1. Triplex listening is really powerful and really hard!
2. It requires a zen-like state of relaxed presence and concentration. If you are trying too hard you are not doing it right!

3. When you provide triplex listening, your player will be amazed at what you “hear”.
4. Triplex Listening, taking the person in, is a profound form of relating that we are all capable of.

How to use the Triplex Listening with your players...

You asked a question and your player starts talking. This is what you do next. This is what you do MOST of the time while you are coaching.

Remember that the aim of the coaching power cycle is to pop new awareness that helps your player see the game better, see themselves better, see the world better; All of this will accelerate their ability to create better results: the ultimate aim of coaching.

You are listening to “take your player in” and SEE the game through your players’ eyes. Not trying to remember what they are saying or figure anything out. When you can see through their eyes you can use your intuition and experience to help them play better.

You are taking them in on three levels: saying – not saying – energy.

“**Saying**” is the easy part but the key here is to NOT listen as if there was going to be a test later on what they said. You are “taking it in” not trying to “figure it out”.

“**Not saying**” is a little more challenging. Your intuition and experience will tell you if they are missing something or avoiding something or if they are leaving out something from their experience of the game. It may or may not be intentional. An easy example here is when you ask your player about the game and they start talking and don’t mention anything about the results. Mmm. This takes practice and relaxed focus, but you will start to hear it.

“**Energy**” comes to you in many forms. If you are on the phone you hear the tone of voice. If you are face-to-face you also see body language. In either case you also FEEL what your player is saying. This is also called “body listening”. Here you especially notice dissonance between what your player is saying and the energy you are picking up. You will probably find that you are already doing this all the time when you listen to people, but now you will do it intentionally.

Conversational Rhythm

The flow between two people in a conversation is a dance; each naturally knowing when it is their time to talk and when to listen. Sometimes there is space between and sometimes the energy picks up and talking – listening goes back and forth like a ball in ping pong game. Most of the time you will naturally match your players’ rhythm in a conversation but sometimes they will match you. Your rhythm with your player will generally improve over time.

Artful Interrupting

This is an essential skill of Triplex Listening. There are two basic scenarios where this will be very useful.

When your player starts talking and you are listening they may share more than you can “take in” at one time. You may need to jump in before they stop talking. “Whoa, this is a lot to take in! Can I share what I have so far?” (Permission)

They may also launch into a lengthy story with more detail than you need to hear. Remember coaching conversations typically have a time limit so you both need to move fairly quickly. In this case you may need to jump in and say something like: “OK, this is quite a story. I think I have a sense of what happened. Can you skip ahead to the bottom line?”

Embracing Silent Spaces

When your player shares something and you are taking it in, you may need some space before you respond. This is OK. Also, when you ask a provocative question your player may be silent for a while before they respond. Silence is OK. Don't feel like you need to fill it too quickly.

Hearing what someone is “Saying – Not Saying – Energy” can be a challenge. Proceed with caution!

When you first start “taking people in” you will feel all kinds of stuff!! This is a profound level of relating that we are all capable of but rarely practice. It may seem a little too intimate for work or business relationships but the truth is, this is what human relating is supposed to be about in all domains of life.

A note for managers becoming Coach Approach Leaders

Triplex listening or “taking people in” requires a level of vulnerability for both the coach and player that is rarely experienced in a business setting. This is not a bad thing, business relating needs a significant upgrade! Using permission space and judgment-free awareness are really important here so that both of you feel safe.

A big point here is that you can NOT Triplex listen while you are multi-tasking! When you are in the coach zone with your player you need to put all of your attention into the coaching conversation.

Benefits – How does the Triplex Listening make you a better coach?

1. Triplex Listening facilitates everything else that happens in the Coaching Power Cycle.
2. Triplex Listening will enable you to coach bigger players in bigger more complex games.
3. Your player will greatly value their time with you. They will feel that you “get them” better than anyone else they know.

How do you know if you're getting it?

1. You can “take it in” when your player is sharing and you can confidently pop a curious question or a share.

2. When you hear something your player is NOT saying, they wonder how you did that and the conversation moves to a deeper place.
3. You can really SEE what your player is sharing as if you were there when it happened.

What are some common mistakes to avoid?

1. Trying too hard
2. Jumping to conclusions

Original ICF Basic Skill: Active Listening

Ability to focus completely on what the player is saying and is not saying, to understand the meaning of what is said in the context of the player's desires, and to support player self-expression

- a. Attends to the player and the player's agenda, and not to the coach's agenda for the player,
- b. Hears the player's concerns, goals, values and beliefs about what is and is not possible,
- c. Distinguishes between the words, the tone of voice, and the body language,
- d. Summarizes, paraphrases, reiterates, mirrors back what player has said to ensure clarity and understanding,
- e. Encourages, accepts, explores and reinforces the player's expression of feelings, perceptions, concerns, beliefs, suggestions, etc.,
- f. Integrates and builds on player's ideas and suggestions,
- g. *"Bottom-lines" or understands the essence of the player's communication and helps the player get there rather than engaging in long descriptive stories,*
- h. *Allows the player to vent or "clear" the situation without judgment or attachment in order to move on to next steps.*

04-08) YOUNique Superpowers for Relating for Influence

We all have unique abilities for Relating for Influence; it is a fundamental human activity after all! AND always remember that in the Industrial Control Culture we often experience critique or shame for being our unique selves.

As a coach you want to be on the lookout for your players unique abilities or unique style for relating for influence and then encourage them to practice using that unique ability.

Also, sometimes your player will have a Relating ability that they want to develop into a Superpower level. This is also fun!

Some people have amazing abilities BUT they may not know they have them OR are actively hiding them. We will get more into the “hiding them” part when we explore the Pivotal Moment Technique.

For your reference, here is language for a few Relating Abilities that you can use to spark your imagination – and vocabulary – when coaching a player.

- 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

04-09) Class 04 Outline

1) Welcome, Warm Up, Celebrate & Dream Share

Breakout: Share your Dream and then celebrate something from your Dream; specially share about coaching OR Social Play

2) Co-Create Awareness from Challenges

Transformation

From Task Oriented. (you must be doing it wrong)

TO: Growth oriented (embrace the challenges)

Growth Orientation is when you embrace challenges.

What is the benefit of seeing a situation as a challenge?

Breakout: Share an example of a growth-oriented challenge that is part of you playing your Dream today.

3) Role Play Technique

The Tennis Metaphor of coaching

Play AND observe at the same time AND adjust the challenge you create for the player.

Breakout: Describe a Relate for Influence social play situation

4) Practice Coaching




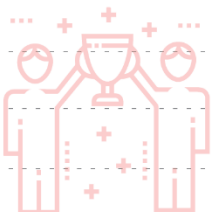










Breakout: Skip to Step 4. Practice the Role Play Technique; and then practice co-creating ways to play better for one of the three other areas of Social Play.

5) Q&A

Chapter #05 – Pivotal Moments

(The Pivotal Moment Technique)

05-01) Read the Coaching Guide

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  SUPERPOWER POTENTIAL 
6. GROW (from Practice)  Desires:  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:		

Read the Coaching Guide for Session 05 Pivotal Moments.

And, if you want the full picture, [Read the Player Playbook.](#)

05-02) Transformation From Mental Awareness TO Body Awareness

From: Mental Awareness (thinking)

TO: Body Awareness (feeling)

THEN TO: Integrate both!

Most personal coaching in the past was focused on tasks, problems and mental thinking processes. Transformation Coaching is focused on practicing and feeling. Feeling is body awareness; with some thinking spritzed in! 😊

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 PRACTICE body awareness with your players

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 will be strange for people to do this at first.

YOU, will need to be their model for the power and value of body awareness.

05-03) The Pivotal Moment Technique

How to notice pivotal moments

This is something you need to get really, REALLY good at doing. AND the more you notice them in your own play the better you will be at noticing them with your players.

Also... this is a super valuable level of awareness that you can pass on to your players.

There are several ways to notice pivotal moment that are shared with the players in the player playbook. But again, knowing them and SEEING them are two different things.

Quick examples of pivotal moments:

- You want to do it, but you don't do it.
- You think of doing it, but then "get distracted" and do something else.
- You have to FORCE yourself to do it.
- You FEEL something in your body (DREAD) when you think about it or attempt to do it
- You do the action BUT your intended result does NOT happen (explore the energy)

This is from the Player Playbook:

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?

What are pivotal moments?

The PULL! (between self-confidence and self-preservation)

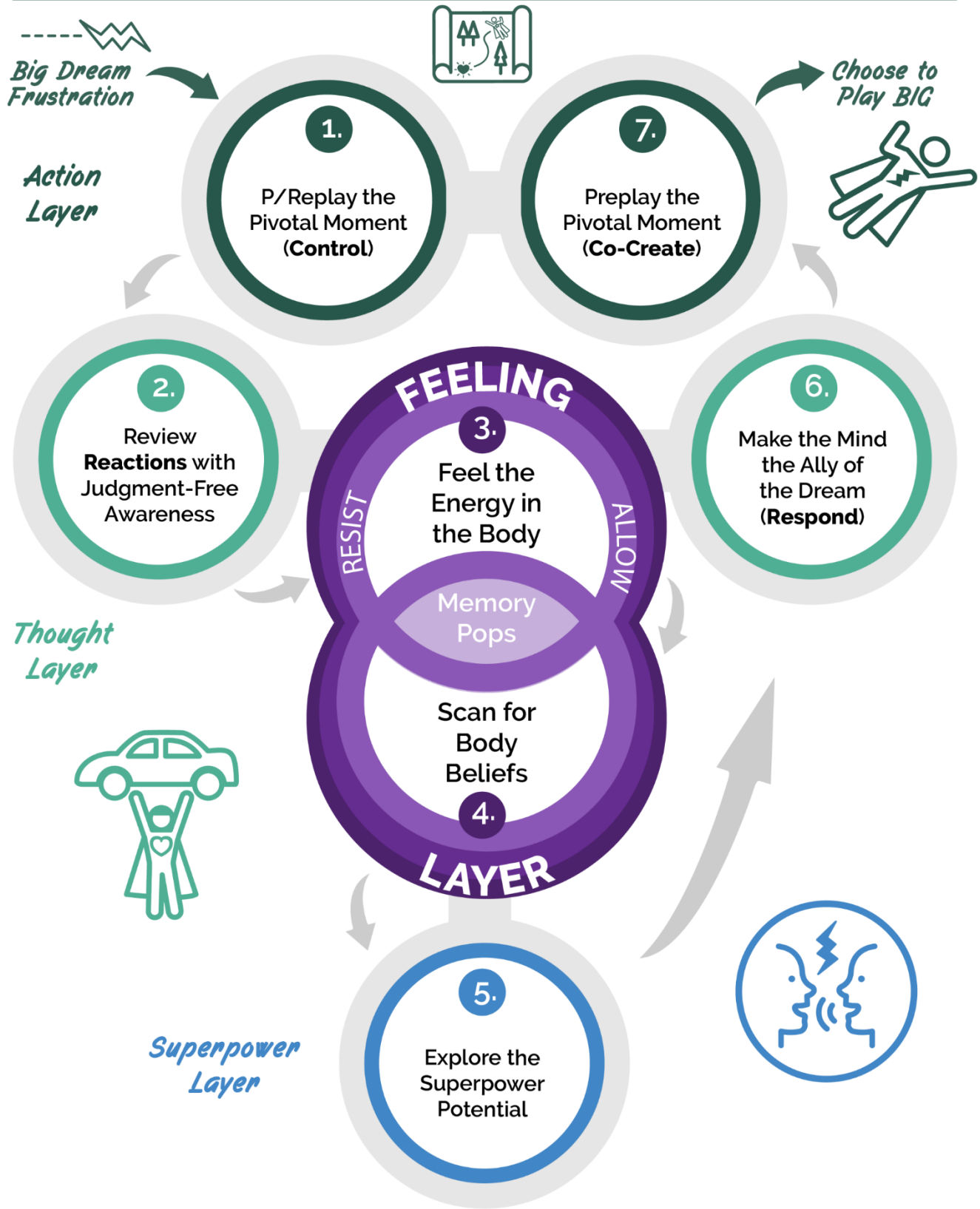
These are phrased to sound a little but funny. But in truth we need to honor that these moments are more provocative than they appear on the surface because fear and social risk are involved.

It is also good to be aware of the 7 Social Fears that are also described in the Player Playbook. As a Transformation Coach, you will become a “expert” in FEAR.

- Fear of Rejection
- Fear of Disappointment
- Fear of Trouble
- Fear of Mistakes
- Fear of Judgment
- Fear of Failure
- Fear that I am NOT ENOUGH (the Biggie)

!

The thing I want to encourage you to do is take the time to notice these experiences in your life and be prepared to share them as examples for your players.



The Pivotal Moment Technique is the “go to” technique to PRACTICE a situation or social action any time your player is experiencing resistance to an action that they intend to do. This happens A LOT!

Or when they do a Social Play Action but don’t have the desired result or experience; this often means that the “energy” is blocked. We can use this technique to “unblock” the energy flow.

It is also awesome anytime they want to preplay a social play action where they anticipate some fear or resistance. This also happens A LOT!

It is similar to the Peak Experience Technique using imagination and body awareness, but goes a little deeper.

Also, it is the core of the Inner Freedom Method; in the Method we go even deeper into the experiences of fear and resistance.

This Technique is a great way to introduce your player to the illuminating empowerment of Body Awareness.

The detailed steps of the technique are described in the Player Playbook.

Step 1: Preplay / Replay the Pivotal Moment (often attempting to control an action or result)

Step 2: Review Reactive thoughts with Judgment-Free Awareness

Step 3: Feel the energy in the body (Transform from resisting the feelings to allowing them)

Allow for Memories to pop up

Step 4: Scan for Body Beliefs; typically self-preservation beliefs; beliefs that the action is a social risk; or that the player should stay “safe”.

Step 5: Explore the Superpower Potential; Most social fears are “preserving” a Human Nature Superpower or YOUnique ability.

Step 6: Make the mind the ally of the Dream; What does the Dream want the player to do?

Step 7: Preplay the Pivotal Moment (Co-create with the Dreams intention to add value to the situation)

This Pivotal Moment Technique facilitates three significant transformations:

A) Step 1 to Step 7: From Control TO: Co-create

B) Step 2 to Step 6: From React TO: Respond

C) Step 3: From Resist the feeling TO: Allow the feeling.

The KEY point that I want to share with you from the coach perspective is the power of GUIDING this experience. There are similar techniques in the field of “self-help” where the person is supposed to do these activities by themselves.

The Pivotal Moment Technique is powerful precisely because it is NOT a self-help experience. It is a co-created experience. As the coach you provide the presence, the “safe space” and the opportunity for reflection through speaking while the player is going through the steps.

Your judgment-free presence makes all the difference in the experience.

Practice the Pivotal Moment Technique in class

During your coaching practice time you will go straight to the Pivotal Moment technique. So it is important for you to come to class prepared with an idea for a pivotal moment to explore.

It doesn't have to be the BIG pivotal moment in your life right now, but it can be. It's your choice.

The important thing for the practice is to NOT deep dive on what your player is sharing. If you do, you won't be able to finish the technique in 20 minutes.

PLUS is is valuable to practice just following the Guide and the technique a few times before you improvise with what you already know; or what comes up in your intuition.

There will be time to weave those in later when you have the basics of the technique down.

05-04) Sharing to create value

From: Serving

TO: Sharing

Coaching is a co-created relationship.

This means it is not just your player who shares in the session, YOU also need to share.

Coaching is not a service! You are not an invisible servant providing a “professional service”.

Coaching is not an authority where you just give instructions.

You are a Co-creative guide.

Sharing builds trust; but you need to share with brevity and authenticity. In other words share a truth or an experience without the long story.

In the big picture in your community...

You need to see yourself AS IMPORTANT!

You need to see yourself AS A LEADER OF TRANSFORMATION

YOUR VOICE, YOUR SHARING MATTERS

THIS CLASS... THE SOCIAL SITE... IS YOUR PRACTICE GROUND FOR SHARING TO CREATE VALUE!

05-05) Obey and the 5 CO's of authoritarian culture

The BIG idea is that the culture of Authoritarian Control is so ubiquitous and normalized that we don't really notice it. BUT, it is dehumanizing and traumatizing to our Human Nature of Egalitarian Freedom. This provocative little chart will help you notice experiences of Control in your life and the lives of your players.

This is in the player playbook as well:

This chart reveals core principles of Industrial / Authoritarian Culture compared to DREAM and the 5 BE's of the Coaching culture. The point of the chart is to become aware of the aspects of Industrial Culture and how they suppress Human Nature. Also, these experiences of Control are the main cause of resistance and "blocks" to expressing our Human Nature in Social Play.

LESS	MORE
Authoritarian Culture	Coaching Culture
Dehumanizing Authoritarian Control & Hierarchies	RE-Humanizing Egalitarian Freedom & Co-creation

OBEY Authority Follow the rules / instructions	<i>Ability to Dream</i> Choose your Desire ~~ Self-Love ~ Self-Worth
CONTROL You do only what I allow you to do DOMINATE You do things MY way now COMMAND Do what I tell you to do MANIPULATE You believe what I say is true COMPLIANCE Do it right or you are IN TROUBLE	<i>Drive to BE free</i> Choose adventure ~ Self-trust ~ Self-determination <i>Love to Befriend</i> Choose your companions ~ Co-create ~ Care (give and receive) <i>Urge to Become</i> Choose your playful practice ~ Self-expression ~ Spirit of play <i>Ability to Believe</i> Choose your beliefs and desires ~ Self-Confidence ~ Self-Preservation <i>Need to BElong</i> Choose your environments ~ Social-Value ~ Social Safety Instinct

This may sound harsh, but most families, schools and corporate enterprises are Authoritarian Cultures.

Our purpose as Transformation Coaches is to “shine the light of freedom” and uplift Connected Coaching Cultures wherever we can.

05-06) Trauma Awareness

An important idea in Transformation Coaching is to get comfortable revealing and exploring what we call “Little t” trauma experiences.

“Little t” Trauma is any experience that is normalized control in our Industrial Control Culture.

“BIG T” Trauma is any experience of physical, sexual, or emotional abuse.

Basically, “Little t” trauma is everywhere every day, because the Industrial Culture has strayed shockingly far from what feels good to our Human Nature. We are born free. So ANY form of authoritarian control will be dehumanizing / traumatizing.

A few quick examples:

- As an infant being put in a cage/crib and left to cry; to learn how to be alone.
- As a toddler following curiosity and exploring the environment being picked up and put in a cage/pen, so you don't get hurt.
- As a child getting "in trouble" or shamed for doing something or expressing yourself in a way that seemed natural to you OR that you observed the big people doing.
- As a child being taken to school and then getting in trouble for playing with the other children when you are supposed to be quiet and obey the teacher.
- As a young person your Dad gets a new job and you move to a new town and you lose connection with all of your friends.
- As an adult when someone you care about needs your attention, but you can not care for them because you have to go to work; being torn between Human desire/need and Industrial demands.

A "BIG T" trauma may come up for a player during a coaching session – especially during a body awareness experience. Here is what you need to know:

- First you need to know that these are experiences are **EXTREMELY COMMON** in our Industrial Culture. Controlled people, control people. Often hurt people, hurt people. So, they **WILL** come up.
- You need to be able to acknowledge what your player shared with you. Something like: "Yes, I hear you and feel you, I am sorry that happened to you". And then move on the next step of whatever you are doing without dwelling on it or making it a big deal.
- There is **NO** expectation in a coaching session that you will dwell into a past BIG T trauma in an attempt to "heal it" or fix it.
- You can ask the player if they have had an opportunity to explore this BIG T Trauma with a "Trauma" professional; a licensed therapist or counselor. And recommend that they do so if it seems appropriate.
- If you have the ability to guide a player in an inquiry of a BIG T trauma experience, **AND** you are willing to do so, you can offer to explore it outside of the coaching session. It is possible that they have never had the opportunity to just share about the experience with another person. That is absolutely your choice.

The key here is that these experiences are **SO** common that we can't pretend that they don't exist or try to keep coaching in some kind of bubble. Be aware and be present.

As a Human Being you are 100% capable of discussing traumatic experiences with a fellow Human. Just being present and embracing that an experience happened, without dwelling in it, can be freeing for the player.

05-07) OBSERVE... Language of control...

Remember that we live in a culture of toxic Authoritarian Control. So, the language of control and experiences of control have been normalized. But as coaches, we can notice these language patterns and use them to illuminate Beliefs, Desires, Value (Human Nature Superpowers) and more.

You will develop an ear for phrases and the energy of control.

A few examples.

- I am a procrastinator. In other words, I SHOULD be able to control actions better.
- I need more discipline. In other words, I SHOULD put myself under control.
- I have self-sabotage. In other words, I SHOULD be able to override my self-preservation instincts.
- You gotta do what you gotta do. In other words, I feel I have to ignore my Human Nature to participate in the Industrial World.

05-08) ICF Competency #7 Evokes Awareness

Definition: Facilitates client insight and learning by using tools and techniques such as powerful questioning, silence, metaphor or analogy.

- 1. Considers client experience when deciding what might be most useful*
- 2. Challenges the client as a way to evoke awareness or insight*
- 3. Asks questions about the client, such as their way of thinking, values, needs, wants and beliefs*
- 4. Asks questions that help the client explore beyond current thinking*

- 5. Invites the client to share more about their experience in the moment*
- 6. Notices what is working to enhance client progress*
- 7. Adjusts the coaching approach in response to the client's needs*
- 8. Helps the client identify factors that influence current and future patterns of behavior, thinking or emotion*
- 9. Invites the client to generate ideas about how they can move forward and what they are willing or able to do*
- 10. Supports the client in reframing perspectives*
- 11. Shares observations, insights and feelings, without attachment, that have the potential to create new learning for the client*

05-10) Coaching Superpower #9: Self-Trust Sharing

Introduction

Self-Trust Sharing is a big part of the Co-Create Awareness Model and Technique.

As we learned with Triplex Listening, as a coach you will invest a lot of time listening to your player. As you triplex listen, “things to share” will pop into your awareness. Self-Trust is about feeling what you need to say and then trusting yourself to say it; Feel it... Say it. Some of the things you will want to share will be deeper than a typical conversation; we will discuss this in the next chapter.

Remember that while you are in the coaching zone you are looking at “the game” through your players’ eyes and your own experience at the same time. As you look at the game with them there will be so many things that you want to share to help them see more (awareness) and get better results.

There are so many things to share: Observations, Feedback, How-to Suggestions, Experience, Problem solving, Inkings and Patterns. The first challenge is to trust that what you see and want to share is valuable. The second challenge is that often there are several things you want to share and you have to trust yourself to choose which will serve your player best in the moment.

Here again we rely on the Permission Super Power as a foundation. It is always wise to establish permission before you share something that is popping up for you during a coaching conversation.

Learning Objectives

With the Self-Trust Super Power:

- You will learn how to trust what you are feeling and share it.
- You will learn several different categories of things to share with your player.
- You will learn the effective “openers” for each type of share.
- You will learn to tap into “extra intelligence”.

What are the general truths about Self Trust?

1. When you are listening, your attention is on your player, so you will not be “thinking about what to say”. However with self-trust what you need to say will just pop up when it is your time to talk.
2. When you are listening you will sometimes feel a LOT of different things, and you will learn to trust yourself to share what is most important in the moment.
3. There is an “extra intelligence” between you and your player that you can both tap into when you practice self-trust.
4. Learning to self-trust is the gateway to masterful coaching.

How to use the “Self Trust” with your players...

The flow of a coaching conversation is asking questions, listening and sharing. I guess that is pretty much all conversations. What makes a coaching conversation unique is game play language and the focus on awareness, results and belonging. Here in the Coaching Power Cycle we are focused on expanding awareness.

As you are asking curious questions and triplex listening you are focused on your player because triplex listening requires most of your bandwidth. So you don’t have a lot of space to figure out what to say when it is your time to speak. You just have to trust yourself to ask another curious question or say the best thing to move the conversation toward awareness and the player toward results.

This is the real super power here: The ability to keep your attention on triplex listening and then trusting yourself enough to just say the right thing without THINKING about it. Just feel it and say it.

BIG POINT: After you share something, don’t be attached to your player embracing what you have shared. They probably will, but they may not. Either way is ok. You don’t have

to always be right! In fact not worrying about needing to be right or be the expert is what opens up the possibility of trusting yourself and sharing.

A few scenarios to be aware of:

You may want to take a few notes – but not like there is going to be a test. Write down a few key words to remember things you want to ask about or share.

You may need to artfully interrupt if you REALLY need to share something and your player is not stopping to let you speak or if your player is going on too long into story.

If you do need a moment to “think” about what to ask or share next just say so! For example: “Give me a moment to think of where we should go with this”.

Also, if you have a few possibilities that you could share and you are not sure which is best, you CAN ASK your player! I was thinking about “this” or “that”, which do you feel would be most helpful.

An overview of the typical things you will want to share

(and a few thoughts about how to go about each one)

Observations

An observation is something that just pops into your mind about your players’ situation. These will give your player a different perspective on their game.

Feedback

Feedback is when you have a comment about something they did well or a mistake that was made or an opportunity missed. In the early phases of a coaching relationship it is a good idea to emphasize that you have permission to share “negative” feedback. But once you have a solid coaching relationship with your player they will ask you to tell them how they can play better.

A quick point about feedback: In the Industrial Age feedback was never perceived as a good thing because we were supposed to know how to do everything the right way. Then there was the period where everyone was special and got a trophy even if they came in last place. These folks are not so fond of feedback either. So you have to be gentle about it BUT if your player is serious about creating results, they will learn how to embrace feedback from the game and from you.

How-to Suggestions

A “How-To Suggestion” is when you want to share the details about how to do something. How-to training is definitely an important part of coaching but you want to emphasize permission space so that your player is on board with learning from you.

The first key is to customize what you are sharing to your player. Take into account there current level of skill and awareness. Customized teaching is one of the BIG distinctions between coaching and training.

Another key is to maintain a collaborative connection even when you are teaching something. You don't want to go into expert/guru mode. You want the player to own what they are learning from you and to choose to try it out in their own way.

Experience

An experience is when you share about a personal experience that you think will illuminate something for your player. The coaching session is not about you so the key here is to keep your story short and to the point. Make sure you build your share to a conclusion that the player can do something with.

Inklings

An inkling is an idea that pops into your awareness while your player is sharing. This is often the real magic of a coaching conversation. It is not something that you can logically explain or justify. It is just something that you feel can help your player play better.

Without getting too esoteric here, when two people are engaged in a meaningful conversation there is an energy of awareness that connects you like an extra intelligence. When you get an "inkling" this is the extra intelligence popping into your awareness.

Trusting your inklings and sharing them is probably the most important thing that will move you into "master coach" quality.

Patterns

You see patterns when you observe your player for a period of time. Seeing and sharing patterns of thinking or acting that are not serving your players pursuit of better results can be of great value to your player. Another name for sharing patterns is called: "Blind spots". As players we don't see ourselves very clearly and many of the things we think, say and do become habits that we don't even see anymore.

As the coach when you share a pattern that you have observed you give your player an opportunity to choose a new way.

Problem Solving

Ask permission before going into problem solving mode! There will be times when you and your player will want to solve a problem together or figure something out together. The key is to ask permission and then do it collaboratively. If you just jump into problem-solving mode your player can feel like YOU are solving the problem for them.

Once you get permission you will probably get into a zone together and it can be a lot of fun.

Here are the basic Self Trust "Openers":

- Observation: As you were sharing I thought of something, can I share it with you?
- Feedback: I have some feedback about XXX

- **How-To:** I have an idea about how you could do this (better). Can I share it with you?
- **Experience:** I have had a similar experience that might shed some light on your situation, can I share it with you?
- **Inkling:** I had a strange idea come into my mind as you were sharing. I am not sure where it is coming from or if it is valuable. Can I share it with you?
- **Pattern:** I have noticed a pattern that we should bring to the surface. Can I share it with you?
- **Problem Solving:** Should we try to figure this out together?

Feel It – Say it can be a challenge. Proceed with caution!

Probably the biggest challenge is trusting what you are feeling and then saying it. Most new coaches really hold back on sharing what they feel at first. As they build self-trust their coaching gets better and better!

The next thing that is a challenge is getting “attached” to what you share such that you expect the player to embrace everything you say. If they do, great! If they don’t, let it go. And don’t make it mean that you should stop sharing.

A lot of times you will share something and your player won’t resonate with it while you are talking. Then the next time you talk with them they will say: I was really thinking about that thing you said! I had a big ah-ha moment from it.

A note for managers becoming Coach Approach Leaders

Trusting yourself to share without “thinking it through” first is a pretty big leap for most managers. But doing so will deepen your connection with your player accelerate their growth and your growth too!

As a manager you may have engaged in teaching your employee things in the past as “the right way to do it”. When you get into the coach zone, it is all about helping your player find THEIR best way to get the results they desire (and you desire for them too).

You have to learn how to dance with the collaboration of your ideas with your players ideas. Traditionally managers are taught to tell your employees what to do and how to do it.

Benefits – How does the Self Trust make you a better coach?

1. Trusting yourself to share to create awareness puts you into the collaborative coach zone which is very powerful.
2. When you have more self-trust you will put more bandwidth into triplex listening and you will hear more.

3. When you tap into the “extra intelligence” that exists in the space between you and your player you are tapping into something that we can’t access when we are alone. It is really the juice of master coaching.
4. Co-creating solutions and insights with your player is SUPER FUN!

How do you know if you’re getting it?

1. You don’t have to try. It just happens.
2. You and your player shift into collaborative mode easily and co-create solutions and insights that neither of you could create alone.
3. Your player starts trusting themselves to see and share inklings during your coaching sessions.

What are some common mistakes to avoid?

1. Not trusting yourself enough to say what you feel!
2. Getting “shut down” if something you share is not embraced by your player.
3. Arguing with your player about something you shared.

ICF Original Basic Skill: Direct Communication

Ability to communicate effectively during coaching sessions, and to use language that has the greatest positive impact on the player

- a. Is clear, articulate and direct in sharing and providing feedback,
- b. Reframes and articulates to help the player understand from another perspective what he/she wants or is uncertain about,
- c. Clearly states coaching objectives, meeting agenda, purpose of techniques or exercises,
- d. Uses language appropriate and respectful to the player (e.g., non-sexist, non-racist, non-technical, non-jargon),
- e. *Uses metaphor and analogy to help to illustrate a point or paint a verbal picture.*
- f. Share your observations and intuitions actively
- g. Share your expertise ONLY when needed

Self-Trust is essential for the Coaching Technique: Co-Create Awareness.

As a coach you will invest a lot of time listening to your player. As you listen, “things to share” will pop into your awareness. Self-Trust is about feeling what you need to say and then trusting yourself to say it; Feel it... Say it. Some of the things you will want to share will be deeper than a typical conversation.

Remember that while you are in the coaching zone you are looking at “the Dream” through your players’ eyes and your own experience at the same time. As you look at the Dream with them there will be many things that you want to share to help them gain awareness and co-create their desired experiences.

There are so many things to share: Observations, Feedback, How-to Suggestions, Experience, Inkings and Patterns. The first challenge is to trust that what you see and want to share is valuable. The second challenge is that often there are several things you want to share, and you have to trust yourself to choose which will serve your player best in the moment. Remember that what you share needs to align with “Getting WITH Them” at their level of awareness or experience... or just ahead of them. This is coaching!

Here we rely on the Permission Coaching Superpower as a foundation. It is always wise to establish permission before you share something that is “popping up” for you during a coaching conversation. Examples:

“Something is coming up for me, can I share it with you?”

“I think I am noticing a belief here, can I put it on the table?”

05-11 Class 05 Outline

1) Welcome, Warm Up, Celebrate & Dream Share

Breakout: Share your Dream and something you would love to celebrate; Especially share about coaching OR peak experiences of play

2) Transformation

From mental awareness (thinking)
TO Body Awareness (feeling)

Note: Candace Pert: “Your body is your non-conscious mind” – Molecules of Emotion

Breakout: What does this quote mean to you?

What are your experiences with body awareness or inner knowing?

3) Pivotal Moment Technique

Examples of pivotal moments:

- You want to do it, but you don't do it.
- You think of doing it, but then “get distracted” and do something else.
- You have to FORCE yourself to do it.
- You FEEL something in your body (DREAD) when you think about it or attempt to do it
- Procrastination... is a pivotal moment
- You do the action BUT your intended result does NOT happen (explore the energy)

Breakout: Name a few pivotal moments in your Dream right now.

Pick one you will explore with your coach today.

4) Coaching Practice – Pivotal Moment Technique

Breakout: Skip to part 4 and dive right into the Pivotal Moment.

Don't worry about picking the most important one.

Any one will be good to practice with.

5) Q&A

Chapter #06 – Co-Create Practice

(The Transformation Coaching Technique)

PLUS

(Choose a Practice Technique)

06-01) Read the Coaching Guide

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. 		
<div> <div>  Desires: </div> <div> 6. GROW (from Practice)  What did you learn about playing for your dream?  </div> <div>  What did you learn about yourself and your superpowers? </div> </div>		
7. PLAY PLAN: What is your transformation for this week? What social actions? FROM: TO:		

Read the Coaching Guide for Session 06 Co-Create Practice.

And, if you want the full picture, [Read the Player Playbook.](#)

06-02) Transformation From Control and Problems TO Co-Create and Practice

From: Control and Problems
(address & resolve)

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

This is a SUPER important transformation for you to understand as a Transformation Coach. Here we need to transcend the ICF understanding of Coaching which is fully immersed in the Industrial Control Culture and Mindset.

ICF Core Competency 3.7 is the focus here. This is BIG because this essentially defines WHAT we are doing together in a coaching session.

Here is a chart to highlight we can transform the field of coaching by changing THREE WORDS: Client, Address and Resolve... Become: Player, Co-create and Practice.

Transformation (bonus)

From: the world is a school / job

TO: the world is a playground

The world is a school / job	The world is a playground
Industrial Culture Coaching Expert Authority: Sequence of video with checklists and Q&A about how to fix what is wrong with you or solve your problems; The expert authority is ABOVE the client. Humanism: (ICF) 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)	Transformation Coaching Culture 1. A profound personal relationship 2. Where the coach guides the self-determined player 3. In pursuit of playing better for their Dreams 4. To become the next version of themselves 5. Through proactive co-creation 6. And guided practice
3.7) <i>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.</i> Address = get under control Resolve = solve the problem	<i>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</i>

06-03) Co-creation in Coaching – The Transformation Technique

Transformation Coaching Technique "Plan-Play-Grow"

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Get started



Practice together



Practice Technique

- ☐ Peak Experience
- ☐ Pivotal Moment
- ☐ Role Play
- ☐ Co-create Awareness



Go play out in the world!
Everything is part of your Dream in the Play Life station!

Plan together



You have seen these ideas before. Let's put them in the context of proactive co-creation:

- Co-Create Trust and Safety by Celebrating and Dream Sharing
- Co-Create Awareness by exploring actions, challenges, results and feedback experiences from playing in the social world.
- Co-Create the Practice Plan by choosing how to use the technique for the Session
Then as you progress together you co-create by choosing which techniques to use.
- Co-Create the Practice Experience. This is also Guided Practice which we will get to next
- Sometimes... Co-create new approaches or strategies for situations.
- Co-Create Growth from Practice by debriefing what each learned from the experience.
- Co-Create the next Play Plan for out in the Social World!
- All along... Co-creating the next version of the player! They are becoming their next version of abilities and self-expression by coaching with you!

Whew! You are becoming an awesome co-creator!!!

Guided Practice

Guided Practice is SOOO important because this is where the deep growth happens for the player by experimenting and embodying new experiences.

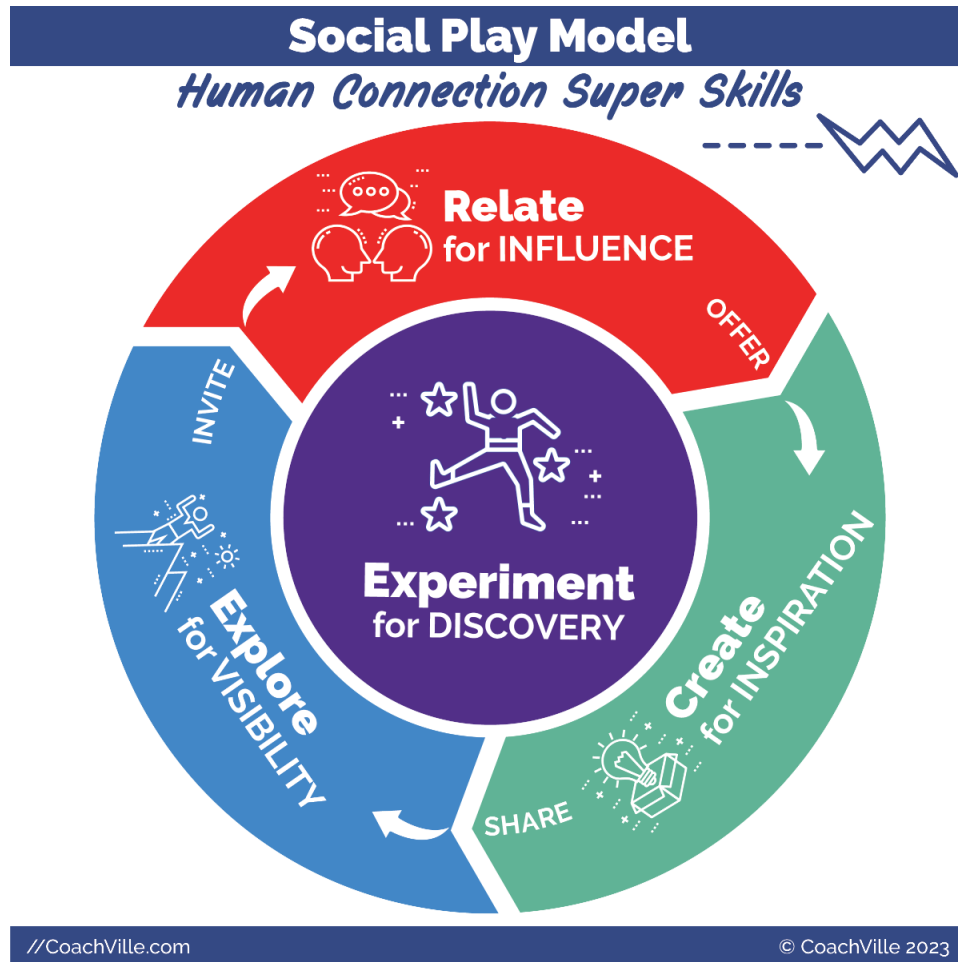
This is the purpose of the Transformation Coaching Techniques: Peak Experience, Role Play and Pivotal Moment.

Here is a quick chart of social play and a few situations and how to practice them.

Social Play / Situation	Transformation Coaching Technique
Explore for Visibility	Peak Experience or Pivotal Moment
Relate for Influence	Role Play
Create for Inspiration	Peak Experience or Pivotal Moment
Experiment for Discover	Peak Experience
Experiencing “the PULL” between self-confidence and self-preservation	Pivotal Moment

E? 06-04 Practice the Transformation Coaching Technique

Let's recall the Social Play Model and connect it to the Transformation Coaching techniques that we have learned so far...



{Coach Notes}

Honing in on a growth opportunity to practice

Choosing a technique

Be prepared to change path

06-05) Transformation Coaching and ICF Core Competencies

We have gone over the Plan – Play – Grow sequence a few times AND it is embedded into the coaching guides and the coaching techniques... so basically, we are doing it all the time! AWESOME.

In this section I want to connect the dots between what we have been practicing together and the ICF Core Competencies that we are covered in the Playbook. The structure and techniques that we use set you up for success in your Coaching Practicum and Competency Assessment Recording.

Transformation Coaching Technique	ICF Core Competencies
Grow from Play	#8.6 Partners with the client to summarize insight within or between sessions
Practice Plan	#3 Coaching Agreement for the Session
Celebrate together and Dream Share Co-create a Safe Space to Practice. Practice Together using Transformation Coaching Techniques;	# 4 Cultivates Trust and Safety #5 Maintains Presence #6 Listens Actively #7 Evokes Awareness #8.1 Facilitates Growth (8.1 Integrate awareness into worldview and behavior)
Grow from Practice	#8 Facilitates Growth: 8. 4, 8.6, 8.7
Play Plan for Social Play (in the world)	#8 Facilitates Growth: 8.2, 8.3, 8.8

06-06) ICF Core competency #3 Establishes and Maintains Agreements (parts 6-10)

6. *Partners with the client to identify or reconfirm what they want to accomplish in the session*
7. *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*
8. *Partners with the client to define or reconfirm measures of success for what the client wants to accomplish in the coaching engagement or individual session*

9. Partners with the client to manage the time and focus of the session

10. Continues coaching in the direction of the client's desired outcome unless the client indicates otherwise

In CoachVille Language

3.6 = What growth opportunity do you want to explore together?

3.7 = What social play action do you want to Practice?

OR What experience do you desire... let's co-create a play plan?

3.8 = What do you want to do better by the end of this session?

How will this contribute to you living your Dream now?

3.9 = Use the Plan – Play – Grow structure to co-create practice in the allotted time.

3.10 = Continues with the coaching plan unless something comes up that is more important to the player; if so, confirm the new direction and continue practicing.

Agreement for the Session is KEY!

When you are coaching in a practicum OR for your certification recording, co-creating a strong agreement for the Session is the KEY to success.

In this Transformation Coaching Class we practice this a few times: Classes 6, 10 and 12.

In the other sessions, the Agreement for the session, or as we would call it the Practice Plan, is set in the Coaching Guide.

We do this because in the early stages of coaching a player, THEY don't know how to co-create the practice plan with you. So we need to give them a variety of experiences to raise them up to the level of co-creator.

Then, AFTER you complete the series of 11 Sessions (including the Exploratory), if you continue to coach this player you will get lots of practice co-creating a strong agreement with them at the start of each session.

Here are the questions that will help you do that:

1. What is the growth opportunity you want to explore?
2. How does it play into your Dream NOW?
3. What do we want to co-create or practice together?
Which technique would you like to use to practice?
4. What do you imagine doing better by the end of our session?

06-07) Coaching Superpower #7 Curiosity Questions

Exercise Wonder!

Introduction

Curiosity Questions is the first step in the co-create awareness model. Remember that expanded awareness leads to “becoming” a better player, taking better actions and creating better results.

Curiosity is all about asking questions that don’t have an expected answer. Asking provocative questions is the hallmark of great coaching. Essentially all of the coaching skills are fueled by great questions but now we want to give it special attention. Your own curiosity is what takes these questions to the next level with your player.

If coaching was a car, questions would be the steering wheel; you use them to guide the direction of a coaching conversation.

Here we rely on the Permission Super Power as a foundation. Always ask permission before you ask a question that dives into a deeper level conversation or new territory.

Through curiosity you become a collaborative learner WITH your player. Your aim is to create the experience with your player that you really want to learn about them, you want to share in their experience of the Dream AND you want to share what you know BUT only when and how they need to know it.

Learning Objectives

With the Curiosity Super Power:

- You will understand that questions are the starting point of great coaching conversations
- You will trust your own sense of wonder to guide you to great questions
- You will allow yourself to be a collaborative LEARNER not just a KNOWER / EXPERT
- You will know how and when to use different types of questions
- You will learn how to recognize “the bunny trail”; too many curious questions that don’t create new awareness that serves the purpose of getting better results.

What are the general truths about the Curiosity?

1. The more curious you are about the player as a person and the players experience of the game – aiming to see the game through their eyes – the better you will be able to coach them.

2. There are different types of questions; Leading questions (generally bad), clarifying questions (good in small doses), open ended questions for exploring and yes/no questions for choosing.
3. You can change the way you see the world by changing the questions you ask; as a coach you are a role model for asking better questions
4. As you get into a conversation about the game your own sense of wonder will pop questions into your mind. ASK them! If the question seems deeper than usual or into a new direction, ask permission first.
5. Mostly great questions will just pop into your mind while you are coaching. However, there are some great questions to keep in your coaching “toolkit”.

How to use Curiosity with your players...

Start with curiosity mindset

This is a big moment in your life as a Coach / Coach Approach Leader. Up until this moment you were trained to believe that your value came from knowing the answers; from being the expert. Here you will find out that your REAL value as a guide / leader begins not with answers, but with questions. Freaky I know. There will be a time for sharing what you know... but now is not that time.

The FIRST thing you must do is get curious; to exercise your sense of wonder. It is in there, but you may have to dig a little; it may be buried under a life time of being trained to know the right answers AND don't ask too many questions!

Ask the “standard” questions to get the conversation started.

The coaching guides provide you with excellent coaching questions. Start there. Just ask these questions WITH your sense of wonder behind them. There is no right answer to these questions! So you should really wonder what your player might say.

As your player shares about the game, your own sense of wonder will pop questions into your mind.

Here is where it gets really interesting. Remember, you are a human! You are naturally VERY curious; even if it was stifled by years of Industrial Training! So as you are listening to your player share their thoughts to the standard coaching questions, your mind will pop with “wonder”!

When this happens... ASK! This may sound strange, but it is even ok sometimes to interrupt your player to ask a curious question that pops in your mind. These spontaneous questions are the juice of great coaching conversations; this is when coaching becomes a co-creation.

Ask the questions that you feel will serve your shared purpose

When you learn to trust your curiosity, LOTS of curious questions will pop into your mind when your player is sharing. With practice you will gain an “instinct” for knowing which of these questions will best serve your shared purpose with your player.

Some curious questions can lead down what is called a “bunny trail”. This is when a path of conversation is “interesting” but doesn’t lead to any big awareness that helps your player get better results. This takes some practice to sense, but what will happen is you will actually be able to feel energy in your body when a conversation is going down a track that will not bear fruit.

The only way to cultivate this “instinct” is with practice. Start with going with the flow of your curiosity but don’t go too far from the trail of the standard questions. The coaching outlines will keep you on a good path.

Examples of leading questions

Leading questions are when you ask a question with the answer you want embedded in the question. These types of questions should be avoided.

- Don’t you think that was a bad idea?
- Do you think you should go to the meeting early?

Here is the point about leading questions: There is a time to make specific observations or strong suggestions to your player. When it is time for this, just SAY it, don’t put a suggestion in the form of a question. This screws up the trusting energy of curious questions between you and your player. In other words if you often ask leading questions, they won’t trust that your questions are curious.

Examples of clarifying questions

Clarifying questions are used when you want to get a better understanding of what your player is saying or where your player wants to go in the conversation. They can be very useful. BUT if you use them too much the player will get the feeling that you don’t “get” where they are coming from.

- This situation you just described is this something you want to explore or did you just want me to know?
- This situation you just described, do you feel that is accurate or is it your interpretation?
- This situation you just described, do you think that is a real opportunity or is it more of a future possibility?

Examples of great open-ended questions:

The Coaching guides for the Super Powers we have already covered provide great examples of open ended questions.

- Why do you want to play this game?
- What would it mean to you personally if you won this game on your own terms?
- What is the recurring result that you want to create each day in the game?
- What is the impact you want to have on other people through this result?
- What is the tangible measurable OUTCOME you want to create by getting these results?
- What is your overall approach to creating these results on a daily basis?

Here are a few great open questions you can use often...

- What did you learn from this challenge?
- Who is this challenge asking you to become?
- How are you going to celebrate this big win?

Here is the framework of a great yes/no choice question:

Yes/No questions are great when your player is making a choice about something. Most people are better off taping into their “body wisdom” when making choices rather than trying to use logic to figure everything out. You can really help your player by asking them a series of choice questions.

So for a quick example if you were helping your player choose among a variety of marketing options you would set it up with your player like this.

OK, we have talked about a lot of different options here. Let’s make a choice for what to do next. I will ask you about each option and you just listen to what your “gut” says about each one...

- Do you want to try using Facebook to find new clients?
{be quiet and wait for them to answer}
- Do you want to go to networking events to meet potential customers?
{be quiet and wait for them to answer}
- Do you want to try writing a blog to share your message?
{be quiet and wait for them to answer}

This is a powerful process that will really help your player move forward with inner confidence in what they are doing.

Exercising Wonder can be a challenge. Proceed with caution!

Earlier in this section we mentioned the concept of “bunny trails”. A bunny trail is when your curiosity goes too far and you dive into a path of questions and answers about something your player shared. When you get into really wanting to know your player better – rather than looking at them as a person who can get a job done – it is easy to get fascinated by them in many ways. This is good, except often big chunks of time can disappear and you didn’t make progress on their game.

So this is something to keep an “eye” on as you are coaching. It is a good idea to set a specific time frame for your coaching conversation so that you keep things on track. This takes some practice but the goal is to have an easy flow where you are staying on track while also being open to a few curious explorations.

A note for managers becoming Coach Approach Leaders

Here are a few important considerations for managers becoming Coach Approach Leaders that also apply any time you start coaching someone you have known in another context like employee or colleague or friend (or if you are brave spouse or parent/child)

When you are coaching, you ask a lot of questions! So right away this might feel strange at first with people that you have known in another context. However, if you stay in the zone of “focused curiosity” your player will eventually love that you are really into them, their game and their success. Truth is most of us are starving for this kind of attention.

But again, since it may be new to your player that you are asking so many questions, at first they might get a bit on the defensive. So two things you can do: 1) tell them that when you are coaching you are going to ask a lot of questions; that is how coaching is done. 2) In your first few coaching conversations, keep your questions curious and creative rather than problem solving. Problem solving questions are more prone to crossing the line into “interrogation” / trying to figure out who is at fault.

A big clue to keep the conversation in the coaching zone is to be result focused rather than problem or task focused. Another clue is to remember that you are just as interested in who your player is becoming as you are in what they are doing. Using Permission and Judgment-Free Awareness will really help here as well.

This is another one of those “dancing” scenarios that just takes practice to stay in the coaching zone.

Benefits – How does the Curiosity make you a better coach?

{Notes: helps you move out of expert mode/ answer man/woman mode; you will find out a lot more about what is really going on with your Player }

A lot of times as a manager or helpful friend you are called upon to figure out the solution to every problem. This can make you feel important but is ultimately unsatisfying and ineffective for creating a great team.

The BIG BIG benefit is that by being curious and practicing the Coaching Power Cycle you can move out of expert mode / “Answer Person” mode. While as a coach you will

definitely share ideas and suggestions and perspectives with your player, you are just as interested in your player cultivating their own abilities to play the game. Playing the game means making decisions, taking actions and creating results (Coaching Trapezoid Level 2)

Another BIG benefit of starting with curiosity is that YOU can get into learn mode and learn more about your players and what they are experiencing in the game. This will ultimately help you move from the illusion of control to the reality of positive influence. Your team will create a better environment; better results and YOU will sleep better at night!

How do you know if you're getting it?

1. Your players can't wait to talk with you because they know the conversation will be a great adventure.
2. You are able to be curious without going down the "bunny trail"; meaning you are able to keep the conversation open to exploring while maintaining focus on the results... at the same time.
3. You know when to ask open ended questions to explore and when to ask yes/no questions to help your player choose.
4. You can stay in the Coach Zone and move gracefully through the coaching dialogue no matter what is happening in your player's game.

What are some common mistakes to avoid?

1. Ignoring curiosity and getting right into "solving the problem"/ interrogation questions.
2. Going too far down the bunny trail of curiosity and losing focus on the result you are playing for.
3. Only asking one type of question; open ended / yes-no choice.
4. Asking leading questions; questions that have the preferred answer embedded.
5. Pushing curiosity too far to where it feels more like interrogation!

Original ICF Basic Skill: Powerful Questions

Ability to ask questions that reveal the information needed for maximum benefit to the coaching relationship and the player

- a. Asks questions that reflect active listening and an understanding of the player's perspective,
- b. Asks questions that evoke discovery, insight, commitment or action (e.g., those that challenge the player's assumptions),
- c. Asks open-ended questions that create greater clarity, possibility or new learning

d. Asks questions that move the player towards what they desire, not questions that ask for the player to justify or look backwards.

06-08) Agreement for the Session is KEY!

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Then, AFTER you complete the series of 11 Sessions (including the Exploratory), if you continue to coach this player you will get lots of practice co-creating a strong agreement with them at the start of each session.

Here are the questions that will help you do that:

- What is the growth opportunity you want to explore?
- How does it play into your Dream NOW?
- What do we want to co-create or practice together?
Which technique would you like to use to practice?
- What do you imagine doing better by the end of our session?

06-09) Class 06 Outline

CLASS OUTLINE

1) Welcome, Warm Up, Celebrate & Dream Share

Breakout: Share your Dream and something you would love to celebrate; Especially share about coaching OR peak experiences of play

2) Transformation

From: Control and Problems
(address & resolve)

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

Breakout: share what this transformation means for you and how you “play your day”?

3) What is guided practice?

What does it mean to you?

Breakout: Name a few social play actions you would LOVE to practice with someone who could guide you to play better

4) Coaching Practice = Co-create practice

Quick review of situation / technique









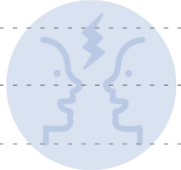




- Relate = Role Play
- Create / Explore = Peak Experience
- PULL = Pivotal Moment
- “Situation” / challenge = co-create awareness
- FEEDBACK = co-create awareness

Breakout: Skip to step #4. Choose a growth opportunity to explore and a technique to practice with; co-create the session together.

Chapter #07 – Dream Refresh

(PLUS, the Co-Create Awareness Technique)

01) Read the Coaching Guide

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 	Why Important Now?	What New Action?
New Insights?	Growth Opportunity?	Next Action?
		
 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:		

Read the Coaching Guide for Session 07 Dream Refresh.

And, if you want the full picture, [Read the Player Playbook.](#)

02) Transformation from Problem Oriented TO Dream Focused

From: Problem Oriented

TO: DREAM Focused

Also...

From: Fix your problems

TO: Fulfill your desires

We start this transformation Coaching program with the Dream and Becoming Super YOU by expanding their Human Nature Superpowers.

Then we hone in on desired Peak Experiences rather than objectives and tasks.

For the Dream Refresh we get into deeper details about becoming a good player with Social Play. There are four area that we explore and plan in a deeper way:

- 1) Social Results: so far & next
- 2) Social Action (Human Connection Super Skills) Mastery so far & next
- 3) Becomings (Human Nature Superpowers): so far & next
- 4) Peak Experiences: so far & next

E 03) Co-Create Awareness Technique and Coaching Superpowers

Side Note: The Co-Create Awareness technique is the way to ACE your certification recording.

The Co-Create Awareness Technique is the way to transform any perceived problem into a desire and / or powerful growth opportunity exploration!

Transformation:

From: find / solve the problem

TO: co-create awareness of desire or growth opportunity

When you are new to coaching, you must be aware of the urge to go “problem hunting”.

We can transform any client problem into a player desire / growth opportunity.

We use the words desire OR “situation” to describe the player focus.

Look at the CO-CREATE AWARENESS TECHNIQUE SHEET

Curious Questions (CORE COMPETENCY = Part of Evokes Awareness)

We have with a few questions that are great starters for the Ask a Curious Question step:

- How is this situation the perfect fit for your growth?
- What part of YOU is this situation asking for?
- Who is this situation asking you to become?
- What ability is this situation asking for?
- What truth is this situation asking for?

Coaching superpowers – Cultivates Trust and Safety, Evokes Awareness, Triplex Listening

Evokes Awareness includes Curious Questions, Self-trust sharing and Deep Awareness

Cultivates Trust and Safety is the Background of the Co-Create Awareness Technique

Triplex Listening for: (NOTE: CORE COMPETENCY = Listens Actively)

Listen for Beliefs & Desires

- Words with Emotion
- Energy Alignment
- What are they NOT saying?

Self-Trust SHARING (CORE COMPETENCY = Part of Evokes Awareness)

Share with non-attachment...

- What you heard
- The energy of what you heard
- Shat you didn't hear

Triplex Listening for (NOTE: CORE COMPETENCY = Listens Actively)

Listen for Resonance & Dissonance with what you shared or where they went with it.

- Non-alignment
- Sparks
- Yes, And...

04) Coaching Practice

In this session we will do the usual beginning and end.

The practice part will include 2 things:

A) Dream Refresh

B) Explore a desire or growth opportunity with the Co-Create Awareness Technique

05) ICF Core Competency #4. Cultivates Trust and Safety

Definition: Partners with the client to create a safe, supportive environment that allows the client to share freely. Maintains a relationship of mutual respect and trust.

1. Seeks to understand the client within their context which may include their identity, environment, experiences, values and beliefs
2. Demonstrates respect for the client's identity, perceptions, style and language and adapts one's coaching to the client
3. Acknowledges and respects the client's unique talents, insights and work in the coaching process
4. Shows support, empathy and concern (*Care*) for the client
5. Acknowledges and supports the client's expression of feelings, perceptions, concerns, beliefs and suggestions
6. Demonstrates openness and transparency as a way to display vulnerability and build trust with the client

06) Coaching Superpower # 2: Permission

Introduction

Coaching is a non-hierarchical relationship! You cannot CONTROL your player. Hah, the truth is that you can't control anyone over the age of 7 (or 3); but that is a different conversation. The beauty of the coaching relationship is that it begins with this truth rather than the illusion of control.

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

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

Learning Objectives

With the Permission Super Power:

- You will discover a powerful way to build a bond of trust very quickly
- You will learn how to create a safe space for collaboration

What are the general truths about Permission?

Permission is about asking rather than assuming

1. Permission creates a space of mutual respect.
2. With Permission you can take bigger risks in the conversation.
3. Permission is a “trust accelerator”.

How do you use the Permission Super Power?

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

Examples:

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

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

Permission Accumulates

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

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

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

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

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

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

It is a good idea to ask permission whenever you:

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

Knowing when to re-ask for permission

There is a feeling you will get when you know you need to re-establish permission with your player. It is hard to describe; it is subtle. You just know. But here is the thing: asking permission is so easy to do. So if you are feeling any disconnect in your bond with your player in the conversation or in the relationship, ask permission before taking the next step. It works wonders!

(Hint: that is why it is a Coaching Super Power!)

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

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

It begins with the immediate transformational shift from control to influence. Here you acknowledge that control is an illusion at best and a manipulation at worst.

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

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

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

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

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

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

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

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

Get permission, and then share your agenda with the player. Having an agenda is OK. Having a hidden agenda is not OK. Once you share your “agenda” you can have a lively and thoughtful exploration about it and the player can choose if they are in favor of your agenda or not.

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

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

What to do in a Coach Approach Leader + Manager Scenario

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

Remember:

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

You coach players and the individual creative pursuit of dreams out in the world.

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

As an additional note: many “athletic coaches” are more like managers than coaches.

Benefits – How does Permission make you a better coach?

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

How do you know if you're getting it?

1. You ask permission early and often in a conversation / relationship
2. You “just know” when “the bond” between you and your player is weakening and intuitively ask permission to strengthen it.
3. You can sense when what you are about to ask or share is going to a “new depth” and you intuitively ask permission first.
4. The depth of your coaching relationships continues to build. You can tell that your player is trusting you more; willing to share more of the “REAL” truths, challenges, needs and opportunities.
5. Your players start asking YOU for permission to ask and share.
6. As the coach, you can be vulnerable in a conversation without making it “about you”.

What are some common mistakes to avoid?

1. Assuming that you have permission from one conversation to the next; one topic to the next.
2. Not waiting for the player to grant permission when you ask for it.
3. Mistaking being vulnerability for “dumping your junk” on the table.

ICF Original Basic Skill: Trust & Intimacy

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

- a. Shows genuine concern for the player's welfare and future,
- b. Continuously demonstrates personal integrity, honesty and sincerity,
- c. Establishes clear agreements and keeps promises,
- d. Demonstrates respect for player's perceptions, learning style, personal being,

- e. Provides ongoing support for and champions new behaviors and actions, including those involving risk taking and fear of failure,
- f. *Asks permission to coach player in sensitive, new areas.*

??? 07) How we lost our Human Nature (especially playfulness)

??? this is in the player playbook;

Any coaching notes to bring in here?

?? HOLD THIS CSP #8 Triplex Listening

7) Coaching Superpower Triplex Listening

Triplex Listening is essential to the Co-Create Awareness Technique!

As coach you will ask a lot of Curious Questions. Well, after you ask a question your player will start talking so you will have to start listening.

Listening like a coach may be quite different than how you have ever listened before. Industrial listening was listening for facts, information and problems; and while the other person is talking, you are trying to "solve the problem" and figure out how to respond.

Triplex "Coaching" listening is different. When you are listening you are aiming to "see" through the players' eyes and through your experience and intuition at the same time.

Triplex Listening is the Super Power that requires the most practice to do well. Triplex listening means you take in what your player is saying; you also take in what they are not saying; and you take in the energy underneath what they are saying.













Triplex listening leads to knowing what to say – either something to share, that will come in the next chapter on Self-Trust, or something to ask as we discussed in the last chapter.

Chapter #08 – Play for “Yes”

(The Role Play Technique + Pivotal Moment Technique)

AKA “Transformational Play”

01) Read the Coaching Guide

Transformation Coaching Session #8 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") 	
	<div> <div>THOUGHTS</div> <div>BODY SENSATIONS</div> <div>IT'S NOT SAFE FOR ME TO</div> <div>HEART'S DESIRE</div> </div> <div>   <div>SUPERPOWER POTENTIAL</div>  </div>	
<div> <div>  Desires: </div> <div> 6. GROW (from Practice)  What did you learn about playing for your dream?  </div> <div>  What did you learn about yourself and your superpowers? </div> </div>		
7. PLAY PLAN: What is your transformation for this week? What social actions? FROM: TO:		

Read the Coaching Guide for Session 08 Play for YES.

And, if you want the full picture, [Read the Player Playbook.](#)

02) Transformation: From Avoid the ASK TO Co-create the ASK

The Pull between co-create and social safety / status quo

Transformation:

From: Avoid the Ask / Avoid Social Risk

TO: Co-Create the Ask / Embrace Social Risk

TWO ways we experience "The PULL"

Our Human Nature Superpower: Ability to Believe

Self Confidence = I believe I can do it

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

AND between:

Our Human Nature Superpower Love to Befriend... to Co-Create

And Human Nature Superpower Need to Belong... Social Safety Instinct – Maintain Status Quo

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.

03) Coaching Superpower Maintains presence

ICF Core Competency #5. Maintains Presence

Definition: Is fully conscious and present with the client, employing a style that is open, flexible, grounded and confident

1. Remains focused, observant, empathetic and responsive to the client
2. Demonstrates curiosity during the coaching process
3. Manages one's emotions to stay present with the client
4. Demonstrates confidence in working with strong client emotions during the coaching process
5. Is comfortable working in a space of not knowing
6. Creates or allows space for silence, pause or reflection

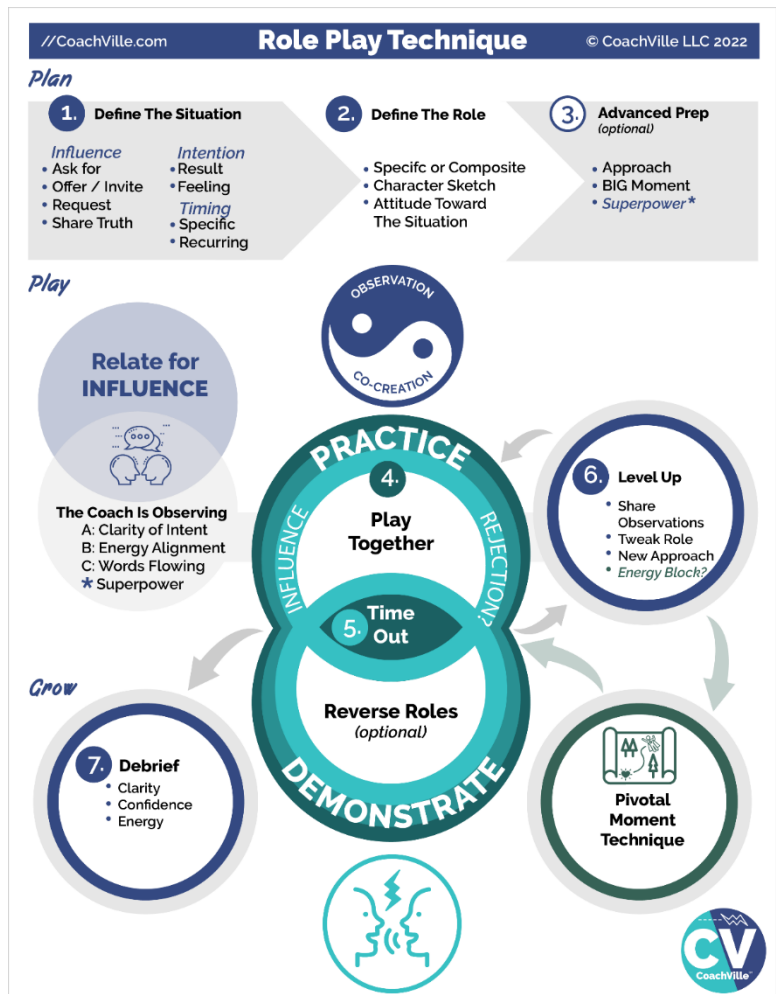
E 04) Coaching Practice Play for YES

In this session our practice time will be a very specific Role Play called a BIG ASK.

Co-create with your player the most impactful ASK that you both see is an important social play for the Dream AND one that will bring up some resistance, doubt or even FEAR.

Use the technique to co-create clarity on the situation and then dive into play.

Here is the part that is different from the previous role play we did.



When either the coach or player notice doubt, fear or hesitation. Call time out.

You see in the model where Step #5 Time Out points to Step #6 Energy Block?

Then this leads to the Pivotal Moment Technique.

Do the Pivotal Moment technique together to understand where the non-conscious resistance is coming from.

This will reveal one, probably of many, experiences where the player experience trouble as a result of asking for something that seemed normal and natural to them at the time.

This will very often reveal a big “ah ha moment”.

Do the role play again... quickly getting to the ASK part so that the player can feel the difference between the first and second practice.

(Coaches Notes)

05) Coaching Superpower #3 Judgment-Free Presence

Introduction

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

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

The BIG idea is that “judgment”, and specifically judging oneself or someone else harshly for “doing it wrong”, dramatically slows down the learning process.

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

Learning Objectives

With the Judgment-Free Presence Super Power:

- You will discover another powerful tool for building a bond of trust.

- You will learn another powerful tool for creating an environment of collaboration.
- You will learn how to use JFA to become a “fast-learner”.

What are the general truths about Judgment-Free Presence?

1. The concept of judgment-free awareness was first popularized by Timothy Gallway in a groundbreaking coaching book: “The Inner Game of Tennis”. It was soon realized that it had many applications off the court.
2. Judgment-Free Presence is more essential now than ever as we move out of the Industrial Age of Work into the Connected Age of Play. The more we play, the more we need JFA. (Judgment-Free Awareness)
3. Judgment – the practice of looking for what is wrong – is a learned behavior; mostly from our experiences in Industrial School where our ability to reproduce “right answers” was trained and tested and we were “punished” for mistakes.
4. Cultivating Judgement-Free Presence is an ongoing practice similar to “mindfulness”.

How do you use the Judgment-Free Presence Super Power?

First we will explore this from the perspective of the player with the Dream

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

Judgment-Free Presence begins with clarity of the game actions and the intended results of those actions.

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

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

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

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

This is known as the “perfection trap”.

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

After “play” – a period of time where you take actions in pursuit of results – explore and evaluate everything with your coach. Feedback is the breakfast of Champions.

Evaluation of the game is a super fun creative process when in the space of Judgment-Free Awareness. Evaluation with a coach is WAY better and WAY easier than sitting alone trying to sort through the feedback from the game.

What Judgment Looks / Sounds like.

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

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

In other words:

- “That should not have happened like that.”
- “This should not be happening.”
- “Why is this happening to me?”
- “What is wrong with me?”
- “Why can’t I get this right?”
- “That was a mistake.”
- “I screwed that up big time.”

You get the idea!

From the Coach Perspective

There are two parts to this.

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

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

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

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

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

1. Call "time out"! Yes, life and business coaches can call "time out". ;-)
2. Call yourself out. Say: I just noticed that I am having a judgment about you / your situation. Can I share it with you? After they say "yes", share your judgment as straightforwardly as you can.
3. Ask your player what they see about it?
For example: Did they have a similar judgment? Does it spark any insight for them about their situation?
It is quite possible that your player noticed some tension building, or noticed some weakening of "the bond" mentioned in the Permission Super Power. They will most likely be grateful to have your "judgment" on the table.
4. Explore it together in any way that feels right to your player. Remember, it is NOT about you, it is about what THEY need to play better.
5. Let it go! And get back into judgment-free mode and your players game.

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

1. When your player knows that you are actively seeking a state of Judgment-Free Presence they will feel a very strong bond of belonging with you.
2. Your players will share more deeply, more easily when they know they can count on your judgment-free presence.
3. You will see more and hear more.
4. Your players will become more resourceful and YOU will become more insightful.

How do you know if you're getting it?

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

What are some common mistakes to avoid?

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

Original ICF Basic Skill: Coaching Presence

Ability to be fully conscious and create spontaneous relationship with the player, employing a style that is open, flexible and confident


- a. Is present and flexible during the coaching process, dancing in the moment,
- b. Accesses own intuition and trusts one's inner knowing - "goes with the gut",
- c. Is open to not knowing and takes risks,
- d. Sees many ways to work with the player, and chooses in the moment what is most effective,
- e. Uses humor effectively to create lightness and energy,
- f. Confidently shifts perspectives and experiments with new possibilities for own action,*
- g. Demonstrates confidence in working with strong emotions, and can self-manage and not be overpowered or enmeshed by player's emotions.*

Chapter #09 – Embody the Dream

(The Peak Experience Series)

AKA “A Dress Rehearsal for the Dream”

01) Read the Coaching Guide

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		
<div> <div> 5. PRACTICE Relate - Create - Explore  </div> <div>  </div> </div> <div> <div> ▲ Speak the vision for INFLUENCE - INSPIRATION - VISIBILITY for RESULT 1 </div> <div> ● Embody the vision </div> </div>		
<div> <div> Action 1 ▲ Do: Feel: </div> <div> Thoughts: Body: </div> </div> <div> <div> for RESULT 1 Feel: Do: </div> <div> Thoughts: Body: </div> </div>		
<div> <div> Action 2 ▲ Do: Feel: </div> <div> Thoughts: Body: </div> </div> <div> <div> for RESULT 2 Feel: Do: </div> <div> Thoughts: Body: </div> </div>		
<div> <div> Action 3 ▲ Do: Feel: </div> <div> Thoughts: Body: </div> </div> <div> <div> for RESULT 3 Feel: Do: </div> <div> Thoughts: Body: </div> </div>		
Desires:		
<div> <div> 6. GROW (from Practice)  What did you learn about playing for your dream? </div> <div> What did you learn about yourself and your superpowers?  </div> </div>		
7. PLAY PLAN: What is your transformation for this week? What social actions? FROM: TO:		

Read the Coaching Guide for Session 09 Embody the Dream

And, if you want the full picture, [Read the Player Playbook.](#)

E 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

EXPLAIN

E 03) Embody the Dream Technique

This technique is like a Dress Rehearsal for a Dream

It is a sequence of 3 Social Play Moments leading up to the ultimate peak experience for the dream.

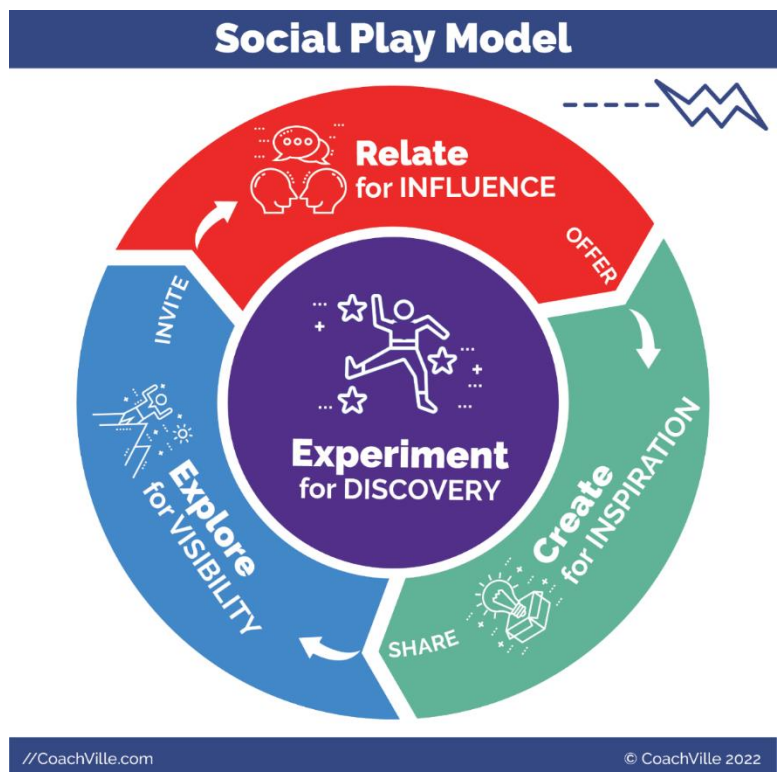
Remember the Social Play Model

Social Play Typically flows in a sequence.
But it can start at any of the three actions.

- Create for Inspiration... leads to a share
- Exploring for Visibility... leads to an invite
- Relate for Influence... leads to an offer

A Peak Experience:

1. Envision the social action you are doing
2. The way you want to feel while doing it
3. Notice your thoughts and physical sensations



4. The way you want the OTHER person to feel during the experience
5. Envision the other person doing what you intend (the social result)
6. Notice your thoughts and physical sensations
7. GO to the next Social Action (back to step #1)

EXPLAIN

E 04) Coach Practice – the co-creation series

- 1) The first part of the technique is to co-create the flow of 3 Social Play Peak Experiences that lead to the ultimate peak experience for the current Dream.
- 2) The second part is for the coach to guide the player through a visualization and embodiment of the sequence of moments. Tapping into the player's imagination and body awareness that we warm up before every session.
- 3) The Third part is to debrief the thoughts and body sensations the player experienced. And to uncover any doubts or desires that came to light during the visualization.

EXPLAIN

05) ICF Core Competency #2: Embodies a Coaching Mindset

Definition: Develops and maintains a mindset that is open, curious, flexible and client-centered.

1. Acknowledges that clients are responsible for their own choices
2. Engages in ongoing learning and development as a coach
3. Develops an ongoing reflective practice to enhance one's coaching

4. Remains aware of and open to the influence of context and culture on self and others
5. Uses awareness of self and one's intuition to benefit clients
6. Develops and maintains the ability to regulate one's emotions
7. Mentally and emotionally prepares for sessions
8. Seeks help from outside sources when necessary

06) Coaching Superpower #6: Grow

Introduction

GROW. In the play framework this means helping our player acquire and build capabilities rather than accumulate information and right answers. You do this by evaluating what happened during play. You are the objective pair of eyes to help them learn from everything that happened, and everything that didn't happen! Sounds like fun right?

There are two layers to growth. The first layer is the growth that happens during the coaching session. The second layer is the growth that happens when the player is out in the world. Often the coach will help the player "capture" the in the world growth by talking about what happened in between coaching sessions.

In every experience of playing for results there are so many things to learn from. A BIG key here is that we are guiding the player to CREATE their best way to co-create the results in the world; we are NOT trying to get them to get the right answer; in play there are no right answers, there are opportunities to Grow and the pursuit of personal mastery.

The transformation of failure (to get results) into GROWTH is a big part of this experience. Since the players we are coaching grew up in the Industrial Age they will have a difficult relationship with failure; remember, failure was not an option. So we need to guide our player into looking at the experiences of play with judgment-free awareness and become a learner rather than a loser. Not getting the desired results and learning something is an essential part of any worthy dream.

The growing process is facilitated by "looking" back on what happened when they played; looking at actions and reactions, choices and possibilities, desire outcomes, surprising outcomes, undesirable outcomes. Then with the player you hone in on what is most important to look at and learn. Then you co-create a new play plan and get your player back out into the world to play some more.

Feedback is the breakfast of champions. This is a phase we love about the experience of being a player. When your player really gets that playing for results is NOT about right and wrong answers but rather an ongoing co-creative process, they begin to SEEK feedback rather than avoid it. Great players are in pursuit of mastery. Great players know that you only become great by facing big, growth oriented challenges.

As a coach you will want to bring awareness to how your player learns. AND possibly introduce them to new ways of learning when they are ready. A residual of the Industrial Age is that people think that they need to LEARN by studying the right answers before they do anything. You will probably need to guide them into the process of learning from experience; you can also introduce them to collaborative learning.

Learning Objectives

With the GROW Super Power:

- You will guide your player on the engaging quest to learn from everything they experience and become a SEEKER of feedback in the pursuit of mastery.
- Your player will dive into GROW-MODE; fueled by their BIG Dream, purpose and their desire to co-create results and experiences.
- Using Judgement-Free Awareness as a foundation you will help them look at everything that happens and doesn't happen with open eyes and curiosity.
- Using Permission as a foundation you can share your observations about what they are doing that is creating a positive influence and what they are doing that is creating a negative influence on the results.
- BIG POINT!!! Always remember that one of our greatest yearnings is to be SEEN and know by someone who appreciates what we are doing; someone who understands the challenges we are facing; someone who knows what it takes to create new experiences. By observing your player and sharing what you see you provide something truly special: the experience of being seen.

What are the general truths about the GROWING?

1. We are all avid learners. However our joy of learning got stifled in the right/wrong environment of Industrial school. This is why the play framework – with the essential truth that you can learn from every experience – is so freeing.
2. Growing is the ongoing development of capabilities; to do things well and create results. (again, NOT the accumulation of information or right answers)
3. When we are growing we feel energized and alive. This is how we were meant to live.
4. Learning from the feedback we experience in the game accelerates our ability to create the results that add value to others and fulfill our purpose in the world.

5. After your player has an experience of playing for results (CREATE) the LEARN Super power is about evaluating what happened and using it to THINK of a new way to play the game better the next time. Reviewing the game results is a collaborative exploration.
6. Evaluating what matters is NOT about making a list of everything that went “wrong”.
It is being curious in how you look at what happened to find potential improvements AND creative ideas that can become the next experiment.

How to use the “GROW” with your players...

GROW is about transforming the play experiences into learning that helps the player get better results in the next time they play. The desired results remain constant for the time frame, but the way the it plays out will be a little or a lot different every time.

A quick example: Let’s say your player is playing for new paying clients. This is something they cannot control but they can influence with their skills, energy, creativity, strategy etc.

When a potential client says: “Yes!” that is the desired experience. Woo Hoo; so much fun.
When a potential client says: “No thanks.” that is not the desired experience. Dang!

Growing is increasing the skills, energy, creativity and strategy needed to expand influence and co-create “Yes” experiences more often than they do now.

The GROW process is a dance. You need to celebrate what went well in a realistic way, look at the challenges with curiosity and openly explore “mistakes” and missed opportunities. This is a lot to do so you have to keep the right balance.

In the PLAN process you and your player came up with a variety of experiments to try, new territories to explore and new skills to try out. You need to keep track of what they are “playing with” so you can help them evaluate what happened in a somewhat orderly fashion. You may have to remind them that what they are doing is a Co-CREATION or an EXPERIMENT! It is not a guaranteed path to get the right answer. In the pursuit of results and experiences, there are no guarantees!

Also you have to help your player see mitigating circumstances and how they impact results. Sometimes your player will get an amazing positive result but it came about in a fluky way that is not repeatable. Other times they may take amazing actions that don’t get the desired result but were really close and on the right path.

As the Coach, you have an objective view of your player. So when you are evaluating the results with your player you need to take the lead in the conversation with curious questions that spark awareness for the player.

Exploring how your player responded to challenges is a major part of coaching. You have to dance with your players’ current ability to process feedback. You may know a lot more about the mastery of the actions than they do, but you need to keep your critique – always

with Permission – to ideas that are a match for where they are on the path of development.

Here are the basic GROW questions:

- Tell me about the results. What happened? What did you learn from that?
- Tell me about what didn't happen? What did you learn from that?
- Did anything unexpected happen? What did you learn from that?
- What challenges did you experience? How did you respond to them?
- How can you bring the Spirit of Play to this challenge the next time?
- Who did you BECOME as a result of facing these challenges?
- What do you want to play for next? What will you do differently this time?

Evaluating performance can be a challenge. Proceed with caution!

The BIG challenge in the growing process is finding the balance between support and challenge. You want to support them in their own learning process but you also want to challenge them to look at situations from different perspectives, or look at things they are avoiding.

When someone is trying new experiments you want to be super supportive and co-creative and sparking possibilities; but with a light touch. Let them choose what feels good to try.

When someone is at a high level and playing for mastery then you may need to be more challenging. With permission you can share observations about how they can raise their level. The key ALWAYS is to share in an open, confident way BUT not attached to the player embracing your ideas.

Probably the hardest thing is when you feel your player is stuck in a rut and needs a challenge. Even when you have permission your player may not be happy with what you are suggesting; it can feel like your player is agitated with you. Well this is part of your role as a coach sometimes. Thomas Leonard would often say: the truth will set you free; but it will often make you mad first.

When you have a strong foundation of mutual respect and trust – from acquired permission – you can weather these little storms. Also, often your player will resist at first and then come around a few days later and have a big burst of energy from accepting the challenge.

Whatever you do... avoid "I told you so" type of comments when your player tries an experiment that you cautioned against that does not go well. This will erode your trust very quickly.

Example of GROW

At CoachVille we are always trying new experiments so we are often staring in the face of lots of feedback.

The biggest challenge is usually that we want to “give up too quickly” when something doesn’t work the first time. Related is knowing when to declare an end to an experiment that is not improving the results we are playing for.

A note for managers becoming Coach Approach Leaders

As in all of the steps of PLAN – PLAY – GROW this is an area where you really have to learn how to dance with your players. Traditionally managers are taught to control their employees and quickly correct their mistakes.

When your players begin to play for results rather than complete tasks you have to open up to lots of new experiences; which is also the gateway to new possibilities.

Being open to what your player might learn in their pursuit of results could be a great opportunity for you and the organization. This is how you create a “learning” organization.

Benefits – How does the GROW make you a better coach?

1. When you become masterful with the GROWING process in your own life and the lives of others (AKA becoming a Player/Coach) you can be a real force in the world for good.
2. Often your players will GROW from an experience that is also a great spark for you.
3. Humans are born to GROW. By guiding your player back to their own learning process you will make a HUGE difference in the world.

How do you know if you’re getting it?

1. You find yourself naturally seeking feedback in what you are doing.
2. You start to think about new challenges that you can grow from all the time.
3. In coaching conversations you easily guide your player into Growing from their experiences while also naturally weaving in your own ideas.

What are some common mistakes to avoid?

1. Being too eager to provide a quick tip when your player faces a challenge.
2. Going too far into the details of every situation rather than honing in on one or two things that represent everything your player needs to learn right now.

3. Thinking that growing only means avoiding mistakes the next time.

Basic Skill: Manage Progress

Managing Progress and Accountability

Ability to hold attention on what is important for the player, and to leave *responsibility with the player to take action*

- a. Clearly requests of the player actions that will move the player toward their stated goals,*
- b. Demonstrates follow through by asking the player about those actions that the player committed to during the previous session(s),*
- c. Acknowledges the player for what they have done, not done, learned or become aware of since the previous coaching session(s),*
- d. Effectively prepares, organizes and reviews with player information obtained during sessions,*
- e. Keeps the player on track between sessions by holding attention on the coaching plan and outcomes, agreed-upon courses of action, and topics for future session(s),*
- f. Focuses on the coaching plan but is also open to adjusting behaviors and actions based on the coaching process and shifts in direction during sessions,*
- g. Is able to move back and forth between the big picture of where the player is heading, setting a context for what is being discussed and where the player wishes to go,*
- h. Promotes player's self-discipline and holds the player accountable for what they say they are going to do, for the results of an intended action, or for a specific plan with related time frames,*
- i. Develops the player's ability to make decisions, address key concerns, and develop himself/herself (to get feedback, to determine priorities and set the pace of learning, to reflect on and learn from experiences),*
- j. Positively confronts the player with the fact that he/she did not take agreed-upon actions.*

Additional Notes:

- k. Debriefing after each weekly game powerful form of managing progress
- l. Giving your player a game card where they earn points for actions and results creates a rewarding and fun form of accountability

Chapter #10 – More Practice

(Choose a Technique Together)

01) Read the Coaching Guide

Transformation Coaching Session #10 Notes		Date:
1. WARM-UP and Dream sharing: 		
2. CELEBRATE 	3. GROW (from Play) 	
4. CHOOSE THE FOCUS 	Practice Technique <ul style="list-style-type: none"> <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. PRACTICE 		
		
 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:		

Read the Coaching Guide for Session 10 More Practice.

And, if you want the full picture, [Read the Player Playbook.](#)

E 02) Transformation: Practice / Play Plan

From: Session “Topic”

TO: Practice Plan

also...

From: Task List

TO: Play Plan

Explore the joy of practicing together.

This is how players should arrive at every coaching session:

NOT: with dread because they didn’t do something

WITH: joyful anticipation of practice, being SEEN and growth

EXPLAIN

03) Practice challenging for GROWTH

As a coach, often YOU need to invite and encourage your player to step into a BIGGER version of themselves.

Or to step into an “edgier” growth opportunity.

OR to **ASK** your player to share what they **KNOW** is their bigger growth opportunity that they want to practice; and use this as a launching point for something that YOU see is possible for them.

Challenging our players is a mostly underestimated and undervalued aspect of Transformation Coaching. Once you get to know your player, you need to challenge them beyond what they see for themselves.

You need to see them BIGGER than they see themselves... and you need to say this to them.

04) Coach Practice – Choose a growth opportunity and technique

Jump straight to the place where you choose a growth opportunity and technique to start with.

Practice for the coach: practice guiding the chosen technique using the technique sheet rather than the coaching guide.

05) Coaching Superpower #4: Plan

AKA : Practice Plan

Introduction

Plan. In the context of playing for a new or bigger dream we begin with what the player wants to do to fulfill their purpose. Planning is choosing. What actions are they free to choose right now? Then we gradually introduce the player to new ideas to consider and new ways of thinking. This will open up new possibilities.

As a Coach you also need to become an observer of your own choices, remaining open and flexible. There is a fine balancing act here to be done. On one side you must honor and respect your players' current menu to choose from: they can only choose what they are currently free to choose. At the same time you must model being open and curious to new options so that greater and greater fields of possibility become available.

Here we rely on the Permission Super Power as a foundation. Always ask permission before you encourage your player to add a new choice to their play plan.

Learning Objectives

With the PLAN Super Power:

- You will respect and honor your player's current thinking and guide them in making the best possible objectives and plans within what they currently feel is possible.

- Using Permission as a foundation you will encourage your player to explore new options and expand their freedom to choose new actions to play with and results to play for.

What are the general truths about the PLANNING

1. We all have a way of planning and choosing. Some people are pretty set in how they plan (as in strategic, linear or abstract etc.) while others are open to new ways of planning. No “WAY” is better or worse than the others. BUT ... and this is the key... HOW you choose is different than WHAT you choose. No matter HOW you choose you can expand into new ideas and possibilities; you can add items to your action and result menu.
2. WHAT you are able to choose reveals your current freedom to choose.
3. After you and your player share a Bigger Dream (AKA purpose), the next thing you do is PLAN for the desired results are (AKA what happens in the world), and how they will approach creating these results (AKA the big picture and the play plan).
4. There is no set cause-effect relationship between playing and planning. Sometimes playing for a bigger dream will expose you to new choices. Sometimes being exposed to new choices will inspire you to play for a bigger dream.
5. When we respect HOW we choose and realize that WHAT we choose is always open to new possibilities we are free to become a player again; rather than a robotic worker.
6. Another way of saying PLAN is: “What actions will move me closer to my Dream?”
7. Another way of saying freedom to choose is: “This is what I believe is possible for me to do right now...”
8. Respecting HOW someone chooses and honoring WHAT they currently choose shows that you care about them as “a person”.

How to use the “PLAN” with your players...

PLAN is about transforming the BIG Dream into specific actions and desired experiences for the upcoming period of time. A good time frame for this conversation is 3 months (1 season), but it can be shorter or longer. A coaching relationship occurs over one or many “seasons”.

You co-create play PLANS with your player that are aligned with the Bigger Dream and based in what the player believes are the most important results or experiences to play for next. Coaching and playing are always focused co-creating desired experiences.

There will be many possible ways to express the bigger dream so the key is to choose what to focus on for the next period of time. Your player can not do everything all at the same time. (Hah, but we always seem to wish that we could!)

Once you hone in on the experiences / results to focus on, you can also lay out an overarching action PLAN for co-creating.

PLAN is about transforming the Dream into flexible action plans for the upcoming period of time. The desired results remain constant for the time frame, but the way or pursuing them can change.

Here are a few basic PLANNING questions:

- What are the recurring results that you want to co-create each day?
- What is the impact you want to have on other people through these experiences?
- What is the tangible measurable OUTCOME you want to co-create by playing for these results?
- What is your overall approach to co-creating these results / experiences on a daily basis?

As a Coach you have to dance with your players' current level of awareness and ability. You may know a lot more about the mastery of this endeavor than they do, but you need to keep your suggestions – always with Permission – to ideas that are a match for where they are on the path of development.

Also, even when you know a lot more about how to play for a dream, it is vital that you allow your player to take the lead in crafting the play plan; then add to it or influence as the situation warrants. This is a fine line! While you must allow your player to try new things that do not work or create a mess, at the same time you also don't want them walking blindly into a disaster. This is a judgment call. As always, the best plan is to ask Permission and then speak your mind; then let the player decide.

Freedom to Choose can be a challenge. Proceed with caution!

As a coach it can be tricky when you are guiding your player in the area of PLANNING about what they are going to do. It is an easy trap to want to apply your planning style onto your player. As an example maybe for you it is best to focus on one thing! But if they are an abstract thinker and need a few different things going on at the same time what is best for you will not be good for them. Or perhaps you operate best with a linear plan! But they are an abstract thinker and needs to try a variety of experiments to see how it comes together. Or vice versa: they want to focus and you – the abstract thinker say: why don't you keep your options open? (See what I mean?)

So you have to remember to be respectful of HOW the player plans.

Example of PLAN

Here at CoachVille our intended result is a new student signing up for our school. (Like YOU, Yeah!) Or as we say it: A potential student says: "YES!" We are always playing for the "YES" experience.

We always have an approach to create more YES's that we experiment with for the current season. Right now, for example, we are playing with making it easy for a potential student to purchase a low cost "self-study with a buddy" class. We also hope this will be something easy for our alumni to recommend to their people.

A note for managers becoming Coach Approach Leaders

You have to learn how to dance with these ideas with your players. Traditionally managers are taught to tell your employees what to do and how to do it.

In some cases you may be able to open up the plan for a player to define the results they are playing for. But in some cases the specific result is already defined (by the job title).

Being open to co-creating HOW your player will pursue the results is the real opportunity here for you.

Benefits – How does the PLAN Superpower make you a better coach?

1. The pursuit of new results and experiences NOT task completion is the real juice of coaching.
2. Being open to different ways of choosing provides a gateway for deeper connections with people.
3. Co-creating how your player will pursue their desired results and experiences is SUPER FUN!

How do you know if you're getting it?

1. You find yourself naturally talking about results and experiences rather than tasks.
2. In coaching conversations you easily respond to how the player is choosing and dance with them there.

What are some common mistakes to avoid?

1. Skipping this step and simply telling your player what to do and how to do it. LOL!
2. Putting too much of YOUR way of planning into the players desired Play Plan.
3. Thinking you have to fully understand their way of PLANNING / CHOOSING before you can start coaching. You have to learn to "get the picture" or "get a feel for it" vs. needing to intellectually understand it.
4. Thinking that your players desired results or approach is WRONG and stifling your thoughts.

Hint: if you feel strongly about something, ask permission and share it without attachment.

We will get into this more in the next session.

Original ICF Basic Skill: Planning and Goal Setting

Ability to develop and maintain an effective coaching plan with the player

- a. Consolidates collected information and establishes a coaching plan and development goals with the player that address concerns and major areas for learning and development,*
- b. Creates a plan with results that are attainable, measurable, specific and have target dates,*
- c. Makes plan adjustments as warranted by the coaching process and by changes in the situation,*
- d. Helps the player identify and access different resources for learning (e.g., books, other professionals),*
- e. Identifies and targets early successes that are important to the player.*



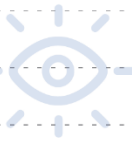











Additional Notes:

- f. Defining the objectives of the dream is a powerful form of goal setting
- g. Clarifying the recurring actions and desired results of play is a powerful form of planning

Chapter #11 - Celebration

(and the NEXT Dream)

01) Read the Coaching Guide

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: _____		
		

Read the Coaching Guide for Session 11 Celebration.

And, if you want the full picture, [Read the Player Playbook](https://www.CoachVille.com).

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 where 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 in the social world.

Coaching is special here because as a coach, you have knowledgeable observations! You can provide so much more than: "oh, that was great". You know the details.

You know the struggle and the challenges.

You know the growth and the special transformations.

EXPLAIN

03) Celebration

Celebration is a Co-Creation. Celebrating requires observation!

4 “normal” Dream elements (from the refresh)?

- Social Results
- Social Action Mastery
- Becoming (the next version of you)
- Peak Experiences

6 Human Nature Superpowers

- To Dream.
- Drive to BE Free,
- Love to Befriend,
- Urge to Become,

- Ability to Believe,
- Need to Belong

What have you observed about your players regarding these 10 focus areas?

04) Coaching Practice

The key is to walk through these 10 focus areas by asking your player to share and celebrate experiences. You will also share your observations.

It is wise to look over your coaching notes sheets before this celebration to remember a few key experiences.

EXPLAIN

05) ICF Core Competency #3.11

Partners with the client to end the coaching relationship in a way that honors the experience.

06) Coaching Superpower #10 Go Deep

Introduction

Go Deep – Look Beneath the Surface - is the pathway to Energy Alignment.

You start off asking curious questions and Triplex Listening to your player. As you triplex listen, “things to share” will pop into your awareness. Self-Trust is about feeling what you need to say and then trusting yourself to say it; Feel it... Say it. The big Kahuna of the Coaching Experience is the “Ah Ha Moment”; when your player – and sometimes you too – has a new awareness that leads to playing better and getting better results. To create ah-ha moments, you have to be willing to go deep.

The Go Deep Super Power is the culmination of the Coaching Relationship. Go deep is about looking beneath the surface of the circumstances to explore what is REALLY going on with your player in the Dream; what is the big shift needed to create the big results they are playing for.

Going deep is sparked by an awareness that there is something beneath the surface that should be explored; and then broaching the topic.

While this applies to pursuing results in any endeavor, in life/business/leadership Dreams the actions are social and played in relationships and communication. Relationships are the terrain of deeper exploration of feelings, fears, desires, values, patterns and much, much more.

Becoming precedes results. This is a powerful mantra of the coaching relationship. In most cases before a new result is created in the world there is some “breakthrough in being” required. This is also known as “WHO” your player is; which is the deeper source of what they are doing and the results they are creating.

Here we rely on the Judgment-Free Awareness and Permission Super Powers as a foundation. Always ask permission before you go deep; make sure you are in a judgment-free space when exploring deeper thoughts, feelings and patterns.

Learning Objectives

With the Go Deep Super Power:

- You will become aware when the opportunity for deeper awareness arises in a coaching conversation - the AH-HA window. Then you will get good at exploring it with your player.
- You will have a strong understanding of the different types of deeper awareness that are often needed to accelerate results AND you will know how to approach them.

What are the general truths about the Going Deep?

1. Going deep requires courage and vulnerability by both the coach and player.
2. Becoming precedes results. Your player wants to create some new result in their world. There is someone they must “become” before the results start happening consistently. Becoming someone new occurs through going deep and looking beneath the surface.

A metaphor: in order to construct a taller building, you need to dig a deeper foundation.

3. The opportunity for a BIG AH-HA moment will happen a few times in a typical coaching conversation. Will you notice it? Will you jump into it?

4. You and your player both need a healthy dose of JFA so you can Go Deep in a place of “lightness”; have fun with it. Life is a game to experience NOT a problem to solve.

How to use the “Go Deep” with your players...

The steps of the Co-Create Awareness Technique will create a lot of great conversation that will help your player make incremental progress in their Dream.

Then, seemingly out of nowhere sometimes, an opportunity for a BIG AH-HA will pop up. Sometimes the coach will have it, sometimes the player will. There is an energy that you will feel in your body when you see something big for the first time. So, the first thing is to notice that it is happening.

Then the BIG question is will you broach it with your player?; or will your player feel comfortable enough to broach it with you? These moments are like a “windows of opportunity” that opens up in a conversation for a brief moment and then quickly closes if you don’t go through it.

After you broach it, then you can choose to explore it or not. Or you can choose to acknowledge it and explore it later. Either way can be appropriate, but if you don’t broach it, typically the opportunity is lost. This is not the end of the world! I have found that in a good 30-minute coaching conversation an AH-HA window will present itself 1-3 times.

If your player resonates with what you have shared you can dive into it using the Co-Create Awareness Technique; BUT with extra Permission and Judgment-Free Awareness because of the potential for sensitivity. It is important to connect the deeper awareness the actions your player is taking and the results your player is creating. Avoid deep conversation for its own sake even though that can be alluring.

If your player chooses not to explore it with you, they may not feel ready to look at it or they may explore it on their own after the session and come back to you with some additional insights. Another possibility is that “the thing” will pop up again in a future session and you will have another opportunity to broach it; they may be ready the next time.

If your player chooses to explore it with you a BIG awareness like this will often become a theme of your coaching for a few sessions or more; it will be a huge growth opportunity; there will be great energy and often big results will start popping!

Examples of GO DEEP Awareness Opportunities

- A fear that is blocking an important action of the Dream.
- A recurring pattern that is not serving your player.
- Something about the result they want is creating a conflicting intention.
eg. They want more clients but they really value their free time.

- A new way of playing for the Dream that is contrary to what has “worked” in the past; meaning they will need to let something go.
- The need for better skill; especially in something your player thinks they are already “good at”.
- A relationship that is not serving your player in getting the results they want. They may need to make a request of make a change that is out of their comfort zone.
- A skill, ability, desire or value that is an important part of them that they have hidden because it created problems for them in the past.

Here are the basic GO DEEP approaches:

- “Hold on. I just had a big ah-ha about your situation. It is kind of deep, can I share it with you?”
- I just saw a possible blind spot that may be holding you back, can I share it with you?

Looking Beneath the Surface can be a challenge. Proceed with caution!

Go deep opportunities typically pop up first as an energy in your body, so you need to practice your body awareness to be good at this.

Similar to the Self-Trust Super power, the real challenge in this super power is holding back and NOT broaching the topic with your player.

Another challenge that is similar to self-trust is being attached to what you share with your player.

A note for managers becoming Coach Approach Leaders

Going deep is definitely way out of the norm for a typical “work” relationship. This is why establishing when you are in “Coach Zone” is very important. There is definitely an expectation from the Industrial Age that work relationships don’t broach deeper topics requiring personal growth and expanded awareness.

But why? Life IS a deep exploration why would we turn this part of ourselves off for a BIG chunk of the day every day. Be bold! Be the manager that cares about personal growth. Be the manager that your player will remember forever.

Benefits – How does Go Deep make you a better coach?

1. Creating deeper awareness is the ONLY way to create world changing results!
2. Deep Awareness conversations are the real juice of coaching. That and watching your player create world changing results!

How do you know if you're getting it?

1. You have instant awareness when an AH-HA window is opening.
2. You have the courage to “drop everything” in the conversation and broach it without attachment.
3. You can smoothly connect a Go Deep conversation to actions and results.

What are some common mistakes to avoid?

1. Ignoring AH-HA windows when they open up.
2. Trying to FORCE and AH-HA window into the conversation when it really isn't there.
3. Going for deep conversations and NOT bringing it full circle to actions in pursuit of world changing results.

ICF Original Basic Skill: Expand Awareness

Creating awareness is one of the most important and distinct elements of the job of a coach. New awareness is the purpose of all those powerful questions, active listening and direct communications!

Creating Awareness

Ability to integrate and accurately evaluate multiple sources of information, and to make *interpretations that help the player to gain awareness and thereby achieve agreed-upon results*

- a. Goes beyond what is said in assessing player's concerns, not getting hooked by the player's description,*
- b. Invokes inquiry for greater understanding, awareness and clarity,*
- c. Identifies for the player his/her underlying concerns, typical and fixed ways of perceiving himself/herself and the world, differences between the facts and the interpretation, disparities between thoughts, feelings and action,*
- d. Helps players to discover for themselves the new thoughts, beliefs, perceptions, emotions, moods, etc. that strengthen their ability to take action and achieve what is important to them.*
- e. Communicates broader perspectives to players and inspires commitment to shift their viewpoints and find new possibilities for action,*
- f. Helps players to see the different, interrelated factors that affect them and their behaviors (e.g., thoughts, emotions, body, background),*
- g. Expresses insights to players in ways that are useful and meaningful for the player,*
- h. Identifies major strengths vs. major areas for learning and growth, and what is most important to address during coaching,*

i. *Asks the player to distinguish between trivial and significant issues, situational vs. recurring behaviors, when detecting a separation between what is being stated and what is being done.*

Chapter #12 – Everyday Transformation Coaching

(More Practice)

01) Read the Coaching Guide

Transformation Coaching Session #12 Notes		Date:
1. WARM-UP and Dream sharing: 		
2. CELEBRATE 	3. GROW (from Play)  	
4. CHOOSE THE FOCUS 	5. PRACTICE 	
Practice Technique <ul style="list-style-type: none"> <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)  <p>What did you learn about playing for your dream?</p>	 <p>What did you learn about yourself and your superpowers?</p>	
		
7. PLAY PLAN: What is your transformation for this week? What social actions? FROM: TO:		

There is no Coaching Guide for Session 12 Everyday Transformation Coaching.

There is no Player playbook for Session #12.

02) Transformation: From Expert Mindset TO Coaching Mindset

BIG IDEAS

